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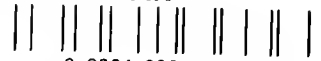
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Montana women in the 80's



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MONTANA WOMEN IN THE '80's

STATE OF MONTANA
TED SCHWINDEN, GOVERNOR

MONTANA DEPARTMENT OF LABOR AND INDUSTRY
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JANUARY 1985

DEPARTMENT OF LABOR AND INDUSTRY
COMMISSIONER'S OFFICE



TED SCHWINDEN GOVERNOR

STATE CAPITOL

STATE OF MONTANA

(406) 444-1661

HELENA, MONTANA 59620

January 11, 1985

This publication is the result of a special effort by several groups and individuals. Because of this effort, this publication has become the most complete source of data on Montana women currently available.

A special thank you to:

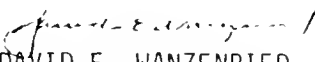
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DAVID E. WANZENRIED
Commissioner

INTRODUCTORY SUMMARY

Montana's women of the 80's - are they so very different from women who lived 100 years ago, or 50 years ago, or even 5 years ago? Are women now at the vortex of sweeping changes in demographic, social, and economic patterns?

Women are an active and vital component of this country's work force. Perhaps no other change has more far reaching implications for society and the economy than the dramatic increase in labor force participation of women. Their numbers have grown from 4.0 million in 1890 to a 1983 total of 48.5 million for the nation.

Following World War II, which had drawn a great number of women into the labor market, many returned to full-time home and family duties. Many women, however, continued to enter the labor force.

In Montana, the 1950 Census reports a female labor force participation rate of 25.2 percent, and 32.6 percent in 1960. A 1970 to 1980 comparison shows a growth from 38.6 percent to 49.0 percent. Current Population Survey (CPS) household data set the 1983 civilian labor force participation rate as 53.9 percent for females.

Women are an important element of the work world, and conversely, employment is an undeniable factor in each woman's life. It is estimated that only one out of ten women will NEVER work outside the home. Today's young woman is likely to spend 30 or more years in the paid work force. A married woman with no children will work an estimated 35 years. A mother can expect to spend 22 years in a paid job if she has 2 children, and 17 years with 4 children or more.

In a discussion of women and employment, it is important to look beyond the number employed, and to examine the nature of the positions occupied. Though many of the occupations have remained the same since 1900, their labor force distribution has changed. For example, in both 1900 and 1980, 97 percent of all private household workers were female. These workers composed 28.7 percent of the total female labor force in 1900, whereas the 1980 percentage is 2.5. Overall, the female-dominated occupations account for 54.4 percent of the 1900 female labor force and 32.2 percent in 1980.

Changes are slowly being made in the definition of "women's work". In spite of remarkable gains made in the number of female craft and kindred workers, such as a 260 percent gain in the number of female carpenters and 800 percent growth for machinists, women are far from realizing equitable representation in these occupations. As of 1980, women are still only 1.6 percent of all carpenters, and 4.9 percent of machinists. The most notable differences from 1970 to 1980 include substantial increases in the percentage of women managers (11.6%), sales supervisors (11.2%), and accountant/auditors (13.6%). There were decreases in the percentage of women in the categories of maids/housemen (-18.5%), cooks (-10%), and elementary teachers (-8.5%).

Educational advancement and increased financial/credit opportunities have helped make starting one's own business an increasingly viable option for women. From 1977 to 1980, the number of female-owned sole proprietorships in the United States increased 33 percent. The number of self-employed women rose by 10 percent from 1980 to 1982.

INTRODUCTION, cont.

The past 20 years have witnessed tremendous growth in female military enlistment. In 1962, U.S. military women were outnumbered by men 70 to 1. By 1972 there existed a 43 to 1 ratio, and in 1982 the male-to-female ratio of resident military personnel had declined to 11 to 1. Three factors encouraged this growth: the 1973 change to an all-volunteer military, increased recruitment for both sexes, and the general movement into the labor force by women.

On a national scale the female/male earnings ratio has changed little since 1955. Women's median yearly earnings as a percentage of men's has continued to hover near 60 percent. Montana Census figures are even lower.

MONTANA

Median Income of Persons with Earnings Who Worked 50-52 weeks.

	Women	Men	Ratio
1970 (ages 14 & over)	\$3,929	\$ 7,521	52.2%
1980 (ages 15 & over)	\$7,915	\$15,665	50.5%

Some of the most glaring income differences exist for the growing number of women maintaining families. This is illustrated by median annual income by family type. Not only was female householder income less than one-half (44.0%) that of all husband-wife families, but the 1970-81 income growth was lowest for female householders.

By 1983, 16 percent of all U.S. families were maintained by women, the number having more than doubled since 1940.

One out of every three female-headed families lives in poverty, compared to 1 out of 9 male-headed householders. One-half of all families in poverty in the U.S. are headed by women and these families are 10 times more likely than their male counterparts to remain poor.

Looking at college enrollment in the U.S. since 1965, the percentage of women has grown from 38.7 percent to slightly over half of enrollees.

In June of 1982, for the first time in 36 years, women received over one-half (50.3%) of all U.S. bachelor's degrees. Although female enrollment has exceeded that for males since 1979, National Center for Education Statistics records dating back to 1870 report more bachelor's degrees awarded to women only three times prior to 1982. This occurred during the war-related years of 1944, 1945, and 1946.

These are just a few of the "facts and figures" you will find in this publication. It is not the intent of this publication to take a stand on any of the women's issues that may be mentioned here, but only to provide the facts along with explanations on how to interpret data presented in table or graph format so that the readers may draw their own conclusions.

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DEFINITIONS

BUREAU OF LABOR STATISTICS (BLS): Established in 1884 and now part of the U.S. Department of Labor, this federal agency functions as the principal data - gathering agency in the field of labor economics. BLS collects, processes, analyzes, and disseminates data relating to employment, unemployment, the labor force, productivity, prices, family expenditures, wages, industrial relations, and occupational safety and health.

CIVILIAN LABOR FORCE (CLF): The sum of all employed and unemployed persons 16 years of age or older in the noninstitutional population but not in the Armed Forces.

CURRENT POPULATION SURVEY (CPS): A monthly household survey of sample households of the civilian noninstitutional population of the United States conducted by the Bureau of the Census for the BLS. The survey gathers monthly statistics on employment, unemployment, demographic data, and related subjects which are analyzed and published by the Bureau of Labor Statistics. There are approximately 60,000 households assigned nationally, and 815 assigned in Montana at the current time.

DISCOURAGED WORKERS: People who are not in the labor force because they believe suitable jobs are not available. These people are not included in unemployment estimates.

EMPLOYED: In the Current Population Survey, those individuals, 16 years of age or older, who worked at least one hour for pay or profit or worked at least 15 unpaid hours in a family business during the reference week--the week that includes the 12th day of the month. Individuals are also counted as employed if they had a job but did not work because they were: ill, on vacation, in a labor dispute, prevented from working because of bad weather, or taking time off for personal reasons.

ESTABLISHMENT DATA: Labor market data collected from employing establishments (e.g. payroll, wages, accessions, and separations).

FAMILY TYPE: Families are classified by type according to sex of the householder and the presence of relatives, based on questions on sex and relationship asked on a complete-count basis.

FARM: In determining the number of farms, survey questionnaires were mailed to all individuals, businesses, and organizations which could be readily identified as being associated with agriculture. These were drawn from the 1974 Census of Agriculture listings, based on Department of Agriculture and Internal Revenue Service sources.

FIRST PROFESSIONAL DEGREES: Signifies both (a) completion of academic requirements and (b) a level of skill beyond normal requirement for a bachelor's degree, usually at least 2 years of higher education before entering the program and a final total of at least 6 years. Examples: dentistry, veterinary medicine, law.

FULL-TIME EMPLOYMENT: 35 hours or more a week paid employment.

Definitions, cont.

HIGHER EDUCATION GENERAL INFORMATION SURVEY (HEGIS): Annual Survey of fall enrollment, tuition, and finances of all two and four year public and private colleges and universities.

HOUSEHOLDER, TYPE OF: A household is classified by type according to sex of the householder and the presence of relatives based on questions asked on sex and relationship. This item was determined on a complete count basis.

MEAN INCOME: The value obtained by dividing the total or aggregate income of a population by the number of units in that population.

MEDIAN INCOME: A measure of central tendency derived by ranking each value and choosing the middle value in the series.

OPERATOR: As used in this publication, an operator is a person who operates a farm, either doing the work or making day-to-day decisions about such things as planting, harvesting, marketing, etc. The operator may be the owner, a member of the owner's household, a salaried manager, a tenant, a rentor, or a sharecropper. For farm operations where both husband and wife participated, the designation was determined by the parties involved.

PART-TIME EMPLOYMENT: Less than 35 hours a week paid employment.

PARTICIPATION RATE: The labor force participation rate is the number of persons in the labor force expressed as a percentage of all noninstitutionalized persons at least 16 years of age.

POVERTY LEVEL: Families and unrelated individuals are classified as above or below the poverty level by comparing their total income to an income cutoff or "poverty threshold." The income cutoffs vary by family size, number of children, and age of the family householder or unrelated individual. Poverty status is determined for all families and all family members. Poverty status is also determined for persons not in families, except for inmates of institutions, members of the Armed Forces living in barracks, college students living in dormitories, and unrelated individuals under 15 years old. The poverty status of a person who is a family member is determined by the family income and its relationship to the appropriate poverty threshold for that family. The poverty thresholds are updated every year to reflect changes in the Consumer Price Index.

The term "poverty" connotes a complex set of economic, social, and psychological conditions. The standard statistical definition provides only estimates of economic poverty based on the receipt of money income before taxes. Excluded from the income concept is a measure of the benefits derived from the receipt of in-kind government transfers, such as food stamps, Medicaid, and public housing; private transfers such as health insurance premiums paid by employers; the value of the services obtained from the ownership of assets; and the receipt of money from the sale of property, withdrawal of bank deposits, gifts and money borrowed.

Definitions, cont.

RESIDENCE DATA: A count of people by where people live. The usual place of residence 5 years before the census (i.e., on April 1, 1975), was asked on a sample basis of persons 5 years old or over. If residence was not in "this house" the location was recorded in terms of State, county, and city, or foreign country. College students or military personnel were to report the actual residence rather than the legal residence, if different. Residence in 1975 is used in conjunction with residence in 1980 to determine the residential mobility of the population.

SELF-EMPLOYED: Persons who work for profit or fees in their own unincorporated business, profession, or trade, or who operate a farm.

SOLE PROPRIETORSHIP: One owner; one person having legal right and exclusive title to a business.

UNEMPLOYED: In the Current Population Survey, those individuals, 16 years of age or older, who do not have a job but are available for work and actively seeking work during the reference week (the week including the 12th day of the month). The only exceptions to these criteria are individuals who are waiting to be recalled from a new job within 30 days -- these, too, are considered unemployed.

UNEMPLOYMENT RATE: The number of unemployed expressed as a percent of the civilian labor force.

WOMEN MAINTAINING FAMILIES: A never-married, divorced, widowed, or separated woman with no husband present and who is responsible for her family and its income.

WOMEN-OWNED BUSINESSES: For federal procurement purposes, this is a small business at least 51 percent owned, controlled, and managed by a woman or women who are United States citizens. These women must exercise the authority to make policy decisions and be actively involved in day-to-day management of the business. This term is synonymous with female-operated business.

SECTION A
LABOR FORCE
CHARACTERISTICS

LABOR FORCE PARTICIPATION

Women are an active and vital component of this country's work force. Their numbers have grown from 4.0 million in 1890 to a 1983 total of 48.5 million. While the male labor force increased approximately 43 percent between 1947 and 1980, the number of female workers grew by 173 percent.

Although World War II had drawn a great number of women into the labor market, many, particularly younger white females, returned to full-time home and family duties at the end of the war. While the overall increase in the participation rate for the 1950's was 3.9%, the greatest change occurred in women over 45. The participation rate for 45 to 54 year-olds grew by 11.8 percent with a 10.2 percent change for 55 to 64 year-olds.

The age representation of the female labor market influx in the 1960's and 1970's reversed this trend. In the 1960's, women 20 to 24 showed the largest increase, followed by the 25 to 34 year-olds. Participation for all women under 45 expanded substantially during the 1970's, with the rise of the 25 to 34 year-old group being more than twice the overall increase. Therefore, the most rapid expansion in female employment has occurred among mothers of young children who were formerly the least likely to seek employment. (See TABLE A-2 for participation rates by family relationship.)

TABLE A-3 gives a 1983 picture of the civilian labor force by sex, age, and race. The participation rate for young people (16-24 yrs.) and older workers (55 yrs. and over) is lower than that of prime age workers of both sexes. The differences between young and prime age workers is more extreme for males than females (a 21.3% difference for males and 5.2% for females). Participation rates for blacks are generally lower than those for whites with the exception of women ages 25 to 54 and those 55 and over.

Montana women appear to have mirrored the national pattern. The 1950* Census reports a female labor force participation rate of 25.2 percent, and 32.6 percent in 1960*. A 1970 to 1980 comparison shows a growth from 38.6 percent to 49.0 percent. Current Population Survey (CPS)** household data set the 1983 civilian labor force participation rates as 79.0 percent for males and 53.9 percent for females.

Participation rates for married women in Montana changed dramatically during the 1970 to 1980 time period. Census figures indicate a jump from 37.7 percent to 49.0 percent for married women, from 28.5 to 42.5 percent for those with children under six, and from 45.7 to 60.3 percent for married mothers of children aged 6 to 17. (See TABLE A-4 for Montana civilian labor force status by type of householder and race.)

* Note: 1950 and 1960 Census figures are based on the number of females age 14 and over, rather than the 16 and over division used later.

** CPS data are based on monthly household samples and are not strictly comparable to Census information.

LABOR FORCE PARTICIPATION, cont.

Participation rates in 1983 for females by CPS marital status breakdown is as follows:

Single, never married	65.9%
Married, spouse present	52.0%
Other Status (includ. divorced, widowed, separated, and married with spouse absent)	49.5%

Changes in male labor force participation have been less dramatic and opposite in direction. Because young men delayed entry and older men began to retire earlier, their national participation rate dropped from 83.6 percent in 1950 to 77.4 percent in 1980. During the last ten years male civilian labor force participation has hovered between 75 and 77 percent, reflecting fluxuations in the nation's economy rather than demographic or social changes.

Women are an important element of the work world, and conversely, employment is an undeniable factor in each woman's life. It is estimated that only one out of ten women will NEVER work outside the home. Today's young woman is likely to spend 30 or more years in the paid work force. A married woman with no children will work an estimated 35 years. A mother can expect to spend 22 years in a paid job if she has 2 children, and 17 years with 4 children or more.

TABLE A-1
UNITED STATES
EMPLOYMENT STATUS OF THE NONINSTITUTIONAL POPULATION 16 YRS. & OVER
BY SEX, 1973-1983
(# in thousands)

	NON- INSTITUTIONAL POPULATION	TOTAL CIVILIAN LABOR FORCE	EMPLOYED		CIVILIAN LABOR FORCE		UNEMPLOYED NUMBER	UNEMPLOYED %	NOT IN LABOR FORCE
			TOTAL	AGRICULTURE	NON-AG	AGRICULTURE			
MEN									
1973	71,017	54,624	52,349	2,847	49,502	2,275	4.0%	14,667	
1974	72,466	55,738	53,024	2,919	50,105	2,714	4.7%	15,069	
1975	73,891	56,299	51,851	2,824	49,032	4,442	7.7%	15,993	
1976	75,341	57,174	53,138	2,744	50,394	4,036	6.9%	16,585	
1977	76,756	58,395	54,728	2,671	52,057	3,667	6.1%	16,797	
1978	78,107	59,621	56,479	2,718	53,761	3,142	5.1%	16,956	
1979	79,509	60,727	57,607	2,686	54,921	3,120	5.0%	17,293	
1980	80,877	61,453	57,186	2,709	54,477	4,267	6.8%	17,945	
1981	82,023	61,974	57,397	2,700	54,697	4,577	7.2%	18,537	
1982	83,052	62,450	56,271	2,736	53,534	6,179	9.7%	19,073	
1983	84,064	63,047	56,787	2,704	54,083	6,260	9.7%	19,484	
WOMEN									
1973	77,853	34,804	32,715	622	32,093	2,089	6.0%	43,000	
1974	79,853	36,210	33,769	596	33,173	2,441	6.7%	43,101	
1975	80,938	37,475	33,989	584	33,404	3,486	9.3%	43,386	
1976	82,476	38,894	35,615	588	35,027	3,369	8.6%	43,406	
1977	83,932	40,613	37,289	612	36,677	3,324	8.2%	43,227	
1978	85,434	42,630	39,569	669	38,900	3,061	7.2%	42,703	
1979	86,951	44,235	41,217	661	40,556	3,018	6.8%	42,608	
1980	88,472	45,487	42,117	656	41,461	3,370	7.4%	42,861	
1981	89,751	46,696	43,000	667	42,333	3,696	7.9%	42,922	
1982	90,887	47,755	43,256	665	42,591	4,499	9.4%	42,993	
1983	91,827	48,504	44,047	680	43,367	4,457	9.2%	43,181	

Source: U.S.Department of Labor, Bureau of Labor Statistics,
"Employment and Earnings", Household Data - Historical, January 1984

TABLE A-2

UNITED STATES
CIVILIAN LABOR FORCE (CLF) BY SEX, AGE, AND RACE, 1983
(# in thousands)

SEX, AGE, RACE	CIVILIAN NON-INST. POPULATION	TOTAL CLF	CIVILIAN LABOR FORCE			
			% OF NON-INST. POPULATION	EMPLOYED	UNEMPLOYED #	%
TOTAL	174,215	111,550	64.0%	100,834	10,717	9.6%
16-24 YRS.	36,073	24,223	67.1%	20,064	4,159	17.2%
25-54 YRS.	90,246	72,295	80.1%	66,528	5,768	8.0%
55 YRS. AND OVER	47,895	15,032	31.4%	14,242	791	5.3%
MEN	82,531	63,047	76.4%	56,787	6,260	9.9%
16-24 YRS.	17,799	12,904	72.5%	10,532	2,372	18.4%
25-54 YRS.	43,899	41,182	93.8%	37,799	3,382	8.2%
55 YRS. AND OVER	20,834	8,961	43.0%	8,456	506	5.5%
WOMEN	91,684	48,503	52.9%	44,047	4,457	9.2%
16-24 YRS.	18,276	11,319	61.9%	9,533	1,786	15.8%
24-54 YRS.	46,347	31,113	67.1%	28,729	2,384	7.7%
55 YRS. AND OVER	27,061	6,071	22.4%	5,786	285	4.7%
WHITE						
MEN	71,922	55,480	77.1%	50,621	4,859	8.8%
16-24 YRS.	14,937	11,170	74.8%	9,389	1,780	15.9%
25-54 YRS.	38,221	36,173	94.6%	33,511	2,662	7.4%
55 YRS. AND OVER	18,764	8,137	43.4%	7,721	416	5.1%
WOMEN	78,884	41,541	52.7%	38,272	3,270	7.9%
16-24 YRS.	15,177	9,832	64.8%	8,547	1,285	13.1%
25-54 YRS.	39,443	26,349	66.8%	24,599	1,750	6.6%
55 YRS. AND OVER	24,265	5,359	22.1%	5,125	234	4.4%
BLACK						
MEN	8,447	5,966	70.6%	4,753	1,213	20.3%
16-24 YRS.	2,341	1,430	61.1%	906	524	36.4%
25-54 YRS.	4,401	3,882	88.2%	3,266	616	15.9%
55 YRS. AND OVER	1,704	655	38.4%	582	73	11.1%
WOMEN	10,477	5,681	54.2%	4,622	1,059	18.6%
16-24 YRS.	2,618	1,249	47.8%	790	459	36.7%
25-54 YRS.	5,465	3,829	70.1%	3,273	557	14.5%
55 YRS. AND OVER	2,395	601	25.1%	559	33	7.2%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Earnings", Household data, annual averages, Jan. 1984.

TABLE A-3

UNITED STATES
EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION
BY FAMILY RELATIONSHIP, 1983
(# in thousands)

FAMILY RELATIONSHIP	CIVILIAN LABOR FORCE (CLF)					
	TOTAL CLF	% OF * NONINST. POPULATION	EMPLOYED	UNEMPLOYED #	%	NOT IN LABOR FORCE
TOTAL, 16 & OVER	111,550	64.0%	100,834	10,717	9.6%	62,665
HUSBANDS	39,532	79.4%	37,040	2,492	6.3%	10,241
WITH EMPL. WIFE	22,191	91.6%	20,916	1,275	5.7%	2,023
WITH UNEMPL. WIFE	1,635	92.3%	1,334	301	18.4%	136
WITH WIFE NOT IN LABOR FORCE	15,706	66.0%	14,790	916	5.8%	8,082
WIVES	25,984	52.2%	24,213	1,771	6.8%	23,788
WITH EMP. HUSBAND	22,250	60.1%	20,916	1,334	6.0%	14,790
WITH UNEMP. HUSBAND	1,576	63.2%	1,275	301	19.1%	916
WITH HUSBAND NOT IN LABOR FORCE	2,158	21.1%	2,023	136	6.3%	8,082
WOMEN WHO MAINTAIN FAMILIES	5,796	59.5%	5,090	706	12.2%	3,945
MEN WHO MAINTAIN FAMILIES	1,884	75.7%	1,690	194	10.3%	604
PERSONS LIVING ALONE	10,425	53.2%	9,679	746	7.2%	9,174
MEN	5,534	72.1%	5,030	505	9.1%	2,144
WOMEN	4,891	41.0%	4,650	241	4.9%	7,030

* See TABLE A-2 for total civilian noninstitutional population.

Source: U.S. Department of Labor, Bureau of Labor Statistics,
"Employment and Earnings", Household data annual averages,
January 1984.

TABLE A-4

MONTANA CIVILIAN LABOR FORCE (CLF) STATUS BY TYPE OF HOUSEHOLD AND RACE 1980		MONTANA CIVILIAN LABOR FORCE (CLF) STATUS BY FAMILY TYPE AND RACE 1970		SPANISH LANGUAGE
TOTAL	WHITE	AMERICAN INDIAN	TOTAL	
FAMILY HOUSEHOLDS	207,510	7,575	171,812	1,632
FEMALE HOUSEHOLDERS				
(no husband present)	19,952	2,097		
WITH OWN CHILDREN <18	13,121	1,474		
WITH OWN CHILDREN <6	4,704	687		
CLF	13,133	1,192	13,791	99
WITH OWN CHILDREN <18	9,771	915		
WITH OWN CHILDREN <6	2,999	360	7,744	46
EMPLOYED	12,069	999	7,276	46
UNEMPLOYED	1,064	193	468	--
MALE HOUSEHOLDERS				
(no wife present)	6,201	507	9,283	83
CLF	4,864	364	3,542	39
EMPLOYED	4,440	338		
UNEMPLOYED	424	26		
MARRIED COUPLE HOUSEHOLDERS			158,021	1,533
MALE HOUSEHOLDERS	181,357			
CLF	176,448	4,971	136,921	1,436
EMPLOYED	141,824	4,679	124,765	1,223
UNEMPLOYED	133,071	3,605	120,122	1,187
FEMALE HOUSEHOLDER	8,753	566	4,643	36
CLF	4,909	292		
EMPLOYED	2,530	158		
UNEMPLOYED	2,411	139		
WIFE IN LABOR FORCE	119	19		
WITH OWN CHILDREN <18	86,670	2,551	132,780	1,422
WITH OWN CHILDREN <6	49,430	1,983	121,185	1,209
WIFE NOT IN LBR FORCE	19,935	959	116,700	1,173
WITH OWN CHILDREN <18	94,698	2,420	4,485	36
WITH OWN CHILDREN <6	46,566	1,707		
UNEMPLOYED	27,059	1,158		
NON-FAMILY HOUSEHOLDS	77,497			
MALE HOUSEHOLDERS				
CLF	35,602	1,645	48,117	441
EMPLOYED	25,664	916	43,988	387
UNEMPLOYED	22,836	639	42,523	380
FEMALE HOUSEHOLDERS	2,828	130	1,465	7
CLF	41,895	292		
EMPLOYED	19,174	290		
UNEMPLOYED	18,308	276		
	866	14	10,496	161

HOUSEHOLDER: The person or one of the persons in whose name the home was owned or rented. A family householder is a householder living with one or more persons related to him or her by birth, marriage, or adoption.

SPANISH LANGUAGE: Those persons who in 1970 reported Spanish as their mother tongue, as well as persons in families in which the household head or spouse reported Spanish as his or her mother tongue.

All the Montana race categories published during 1980 were not necessarily published during 1970. Because American Indian population is more significant in Montana than is the Black category, this category has been included in the 1980 portion of the table rather than Black.

Source: Montana Census 1970 and 1980, Chapter D.

TABLE A-5

MONTANA CIVILIAN LABOR FORCE
STATE SUMMARY, 1970 AND 1980

(Persons age 16 and over)	1980	1970	1980	1970
TOTAL LABOR FORCE	362,656	266,395		
CIVILIAN LABOR FORCE	357,846	260,649		
TOTAL EMPLOYED	328,316	244,608	TOTAL UNEMPLOYED	16,041
WHITE	313,515	238,669	WHITE	14,805
16-24 YRS.	66,712	43,159	16-24 YRS.	6,496
25-54 YRS.	199,456	147,847	25-54 YRS.	6,454
55 & OVER	47,347	47,663	55 & OVER	1,855
BLACK	456	443	BLACK	24
16-24 YRS.	99	208	16-24 YRS.	8
25-54 YRS.	316	181	25-54 YRS.	16
55 & OVER	41	54	55 & OVER	--
NATIVE AMERICAN	9,878	NA*	NATIVE AMERICAN	NA
16-24 YRS.	2,498		16-24 YRS.	1,122
25-54 YRS.	6,344		25-54 YRS.	1,308
55 & OVER	1,036		55 & OVER	97
OTHER RACES	4,467		OTHER RACES	546
16-24 YRS.	1,281	2,252	16-24 YRS.	252
25-54 YRS.	2,714	486	25-54 YRS.	272
55 & OVER	472	1,517	55 & OVER	22
		249		
		(SPANISH LANGUAGE)		(SPANISH LANGUAGE)
				129
				60
				61
				8
FEMALE LABOR FORCE	145,076	91,669		
FEMALE CIVILIAN LABOR FORCE	144,703	91,578		
EMPLOYED	134,784	85,337	FEMALE UNEMPLOYED	6,241
WHITE	127,966	83,209	WHITE	5,814
16-24 YRS.	31,429	18,456	16-24 YRS.	2,921
25-54 YRS.	79,384	48,898	25-54 YRS.	2,429
55 & OVER	17,153	15,855	55 & OVER	464
BLACK	183	149	BLACK	18
16-24 YRS.	47	35	16-24 YRS.	8
25-54 YRS.	123	94	25-54 YRS.	10
55 & OVER	13	20	55 & OVER	--
NATIVE AMERICAN	4,623	NA	NATIVE AMERICAN	NA
16-24 YRS.	1,225		16-24 YRS.	463
25-54 YRS.	2,972		25-54 YRS.	399
55 & OVER	426		55 & OVER	16
OTHER RACES	2,012		OTHER RACES	188
16-24 YRS.	594	705	16-24 YRS.	75
25-54 YRS.	1,241	195	25-54 YRS.	27
55 & OVER	177	478	55 & OVER	48
		32		--
		(SPANISH LANGUAGE)		(SPANISH LANGUAGE)
				75
				27
				48
				--

* Not Available. See footnote on bottom of TABLE A-4.
NOTE: Persons of Spanish language may be of any race.

Source: Montana Census, Chapter D, 1970 and 1980.

TABLE A-6

UNITED STATES
REASON NOT IN LABOR FORCE BY SEX, AGE, AND RACE, 1983
(# in thousands)

SEX, AGE, RACE	REASON NOT IN LABOR FORCE				
	TOTAL NOT IN LABOR FORCE	KEEPING HOUSE	ATTENDING SCHOOL	UNABLE TO WORK	OTHER REASONS
TOTAL					
16-24 YRS.	11,851	2,584	7,072	84	2,111
25-54 YRS.	17,951	13,428	945	805	2,772
55 YRS. AND OVER	32,863	16,046	34	1625	15,157
MEN					
16-24 YRS.	4,895	45	3,646	51	1,155
25-54 YRS.	2,717	117	436	566	1,597
55 YRS. AND OVER	11,873	255	9	862	10,746
WOMEN					
16-24 YRS.	6,956	2,539	3,428	33	957
25-54 YRS.	15,234	13,311	509	239	1,175
55 YRS. AND OVER	20,991	15,792	26	763	4,411
WHITE					
MEN					
16-24 YRS.	3,767	33	2,853	38	844
25-54 YRS.	2,047	85	304	445	1,213
55 YRS AND OVER	10,626	214	8	696	9,708
WOMEN					
16-24 YRS.	5,344	1,991	2,618	24	713
25-54 YRS.	13,092	11,573	394	177	949
55 YRS. AND OVER	18,905	14,372	22	614	3,898
BLACK					
MEN					
16-24 YRS.	912	11	619	11	272
25-54 YRS.	520	29	54	108	330
55 YRS. AND OVER	1,050	35	1	149	864
WOMEN					
16-24 YRS.	1,367	471	670	9	216
25-54 YRS.	1,635	1,312	71	57	196
55 YRS. AND OVER	1,794	1,213	3	138	439

Source: U.S. Department of Labor, Bureau of Labor Statistics,
"Employment and Earnings", January 1984

TABLE A-7

MONTANA
REASON NOT IN LABOR FORCE BY SEX, AGE, AND MARITAL STATUS, 1983
(# in thousands)

	TOTAL NOT IN LABOR FORCE	REASON NOT IN LABOR FORCE			
		KEEPING HOUSE	ATTENDING SCHOOL	UNABLE TO WORK	OTHER
BOTH SEXES					
AGE 16-24 YRS.	39.7	10.7	22.9	0	6.1
25-54 YRS.	61.4	46.3	2.5	1.4	11.2
55-65 YRS.	28.4	15.6	0	1.6	11.2
65 YRS. & OVER	71.1	30.0	0.1	1.2	39.8
FEMALES					
AGE 16-24 YRS.	25.9	10.7	11.7	0	3.6
25-54 YRS.	52.4	46.2	1.2	0.2	4.8
55-65 YRS.	19.6	15.4	0	0.4	3.8
65 YRS. & OVER	41.3	29.8	0	0.4	11.1
MARITAL STATUS					
BOTH SEXES					
MARRIED, SPOUSE PRESENT	126.7	79.7	2.2	2.7	42.2
SINGLE, NEVER MARRIED	35.1	2.9	22.5	0.2	9.5
*OTHER MARITAL STATUS	39.0	20.1	0.8	1.2	16.8
HEAD WITH OTHER RELATIVES	42.9	5.4	1.3	2.4	33.8
FEMALES					
MARRIED, SPOUSE PRESENT	91.4	79.4	0.9	0.5	10.5
SINGLE, NEVER MARRIED	17.7	2.9	11.3	0.1	3.5
OTHER MARITAL STATUS	30.2	19.9	0.6	0.4	9.3
HEAD WITH OTHER RELATIVES	6.9	5.0	0.3	0.1	1.5

* OTHER MARITAL STATUS includes divorced, widowed, separated, and married with spouse absent.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Household data, annual averages, 1983.

FULL-TIME AND PART-TIME EMPLOYMENT*

A large percentage of part-time workers are female. For the period 1963-83, women constituted between 72.9 and 75.3 percent of total part-time workers age 20 and over in the United States. (TABLE A-8) During that same time period women's ranks as full-time employees have gradually grown from 29.6 percent of total full-time labor force to 39.2 percent.

Both the full-time and part-time percentages are lower for Montana than for the country as a whole. Montana 1980 Census figures for workers age 16 and over are:

	PART-TIME WORKERS			FULL-TIME WORKERS		
	total	female	%	total	female	%
1980	77,165	49,219	63.8%	243,182	82,182	33.8%

Using the numbers on TABLE A-8 from another perspective, we can compare the percentage of employed women who work full-time to full-time working males. As can be noted, although women constitute a great majority of part-time workers, because the numbers of such workers is relatively small, the great majority of employed women are full-time employees.

UNITED STATES (CPS data, # in thousands)

	Employed Men	% Working Full-time	Employed Women	% Working Full-time
1965	43,422	96.5%	22,632	80.7%
1970	45,582	95.3%	26,952	78.5%
1975	48,018	95.1%	30,726	78.6%
1980	53,102	94.9%	38,492	79.5%
1983	58,744	94.7%	44,636	80.3%

MONTANA (Census)

	Men at Work	% Working Full-time	Women at Work	% Working Full-time
1980	188,946	85.2%	131,401	62.5%
1980	Families with female head, no husband present		14,295	78.6%

The information on TABLE A-9 provides additional comparisons of differences in the percentage of working women employed full-time by marital status**. Divorced women, over half of whom had children under age 18, had the highest percentage of full-time workers. The category with the smallest proportion working full-time were never married women and widows without children under 18. These two categories may have more part-time workers because of age, with never-marrieds likely to be very young and widows more apt to be older workers. Of all employed women, over 60% were married and 56% had a husband present. Married women with children worked full-time noticeably less than those with no children under age 18. Divorced women and those married with an absent husband worked full-time in nearly equal percentages whether or not they had children.

FULL-TIME AND PART-TIME EMPLOYMENT, cont.

The reasons women are employed part-time more often than men cannot be easily identified and charted. TABLES A-10 and A-11 show the sex breakdown of part-time workers by age and reason on state and national levels. Montana and U.S. data yield a nearly identical profile for the youngest and oldest workers of both genders. A majority of 16-19 year-olds and those age 20-24, who are usually still pursuing an education, chose part-time employment on a voluntary basis. Ninety percent of male and female part-time workers age 65 and over did not want full-time employment.

The finer detail regarding age given by the U.S. table highlights the reason differences exist between the sexes. Among 25-64 year-olds, 36.7 percent of males worked part-time voluntarily rather than for economic reasons, compared to 72.7 percent of females in that age group. Montana comparisons of men and women ages 16 and over with those 20 and over demonstrate a similar disparity.

The broad categories used to denote reason for part-time employment may give a somewhat false impression. The Bureau of Labor Statistics defines the term voluntary simply as those who choose to work part-time without being forced to because of outside economic conditions, such as slack work or the inability to find full-time work. The category labeled "Does Not Want Full-time" includes those who do not want or are unavailable for full-time work. There are obvious reasons other than current economic conditions for more women than men to be unavailable for full-time jobs, the chief of which is home and family responsibility. As seen by TABLE A-9, 53.3 percent of married women and 49.5 percent of divorced and separated women in the work force have children under the age of 18.

It is important to recognize that the choice of a part-time position over a full-time one does not mean that the income earned is extra money. The assumption has been made, especially when the woman is a second-earner in the family, that her salary is used for unnecessary extras rather than essentials. A 1980 analysis done by National Bureau of Economic Research economists places the aftertax income of two-earner families as 20 to 25 percent more than that of single-earner families in 1972-73.(1) Some of this "extra income" is used for additional employment expenses of the second-earner, such as transportation. For the two-earner family with children a considerable portion will be spent on child-care services. Often, the net amount added by the woman's income may be the difference needed to raise the family's income above the poverty level. In a state like Montana, where many husbands are employed seasonally, the second-earner's income is particularly important.

*Note: Part-time employees are defined as those working 1 to 34 hours per week. Full-time employment involves 35 or more weekly hours.

**Note: Because this table deals only with March figures, the numbers do not equal the 1979 annual averages from TABLE A-8.

TABLE A-8

UNITED STATES
 FULL- AND PART-TIME STATUS OF EMPLOYED PERSONS BY SEX,
 (Persons age 20 and over, # in thousands)
 ANNUAL AVERAGES, 1963-1983

PART-TIME WORKERS				FULL-TIME WORKERS		
Year	Total	Females	% Female	Total	Female	% Female
1963	5,648	4,145	73.4%	57,859	17,111	29.6%
1964	5,831	4,261	73.1%	58,959	17,643	29.9%
1965	5,902	4,372	74.1%	60,152	18,260	30.4%
1966	6,160	4,599	74.7%	61,014	18,908	31.0%
1967	6,695	4,944	73.9%	61,996	19,453	31.4%
1968	7,131	5,268	73.9%	63,010	20,013	31.8%
1969	7,526	5,524	73.4%	64,259	20,873	32.5%
1970	7,925	5,803	73.2%	64,609	21,149	32.7%
1971	8,055	5,876	72.9%	65,103	21,370	32.8%
1972	8,380	6,110	72.9%	67,028	22,168	33.1%
1973	8,693	6,383	73.4%	69,101	23,101	33.4%
1974	8,888	6,551	73.7%	70,457	23,873	33.9%
1975	8,956	6,578	73.5%	69,788	24,148	34.6%
1976	9,270	6,884	74.3%	72,146	25,342	35.1%
1977	9,700	7,162	73.8%	74,630	26,614	35.7%
1978	10,071	7,485	74.3%	77,907	28,350	36.4%
1979	10,345	7,746	74.9%	80,396	29,688	36.9%
1980	10,601	7,904	74.6%	80,993	30,588	37.8%
1981	10,773	8,108	75.3%	82,399	31,481	38.2%
1982	11,805	8,777	74.4%	89,874	34,921	38.9%
1983	11,890	8,782	73.9%	91,490	35,854	39.2%

Source: 1963-1981 U.S. Department of Labor, Bureau of Labor Statistics, "Labor Force Statistics Derived From the Current Population Survey: A Databook, Vol.1, September 1982.
 1982,1983 "Employment and Earnings" January 1983,1984.

TABLE A-9

UNITED STATES
EMPLOYED WOMEN BY FULL- OR PART-TIME STATUS, MARITAL STATUS, AND
PRESENCE OF OWN CHILDREN
MARCH 1979
(# in thousands)

	TOTAL		NO CHILDREN UNDER 18		WITH CHILDREN UNDER 18	
	#	%	#	%	#	%
TOTAL EMPLOYED WOMEN	40,150	100.0%	24,741	100.0%	15,409	100.0%
Worked full-time	28,805	71.7%	17,994	72.7%	10,810	70.2%
Worked part-time	11,345	28.3%	6,746	27.3%	4,599	29.8%
NEVER MARRIED, TOTAL	9,940	100.0%	9,549	100.0%	391	100.0%
Worked full-time	6,562	66.0%	6,252	65.5%	309	79.0%
Worked part-time	3,378	34.0%	3,297	34.5%	82	21.0%
MARRIED, HUSBAND PRESENT,						
TOTAL	22,620	100.0%	10,564	100.0%	12,056	100.0%
Worked full-time	16,066	71.0%	8,070	76.4%	7,995	66.3%
Worked part-time	6,555	29.0%	2,494	23.6%	4,061	33.7%
MARRIED, HUSBAND ABSENT,						
TOTAL	1,631	100.0%	757	100.0%	875	100.0%
Worked full-time	1,361	83.5%	638	84.3%	723	82.7%
Worked part-time	270	16.5%	119	15.7%	151	17.3%
DIVORCED, TOTAL	3,723	100.0%	1,949	100.0%	1,775	100.0%
Worked full-time	3,292	88.4%	1,734	89.0%	1,557	87.7%
Worked part-time	432	11.6%	214	11.0%	217	12.3%
WIDOWED, TOTAL	2,235	100.0%	1,922	100.0%	313	100.0%
Worked full-time	1,525	68.2%	1,299	67.6%	225	71.9%
Worked part-time	710	31.8%	623	32.4%	88	28.1%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Perspectives on Working Women: A Databook", October 1980

TABLE A-10

MONTANA
 FULL- OR PART-TIME STATUS OF CIVILIAN LABOR FORCE
 BY REASON FOR PART-TIME, SEX AND AGE, 1983
 (# in thousands)

USUALLY WORK PART-TIME						
	FULL-TIME LABOR FORCE TOTAL	TOTAL	SLACK WORK OR ONLY FIND PT	*DOES NOT WANT FULL-TIME	FULL-TIME WORK <35 HRS.	OTHER
MALE						
AGE 16 AND OVER	213.4	21.9	7.0	12.0	0.8	2.1
AGE 16-19 YRS.	7.2	7.5	1.8	5.4	0	0.2
AGE 20 AND OVER	206.2	14.4	5.2	6.6	0.8	1.8
FEMALE						
AGE 16 AND OVER	117.6	49.6	11.6	31.9	2.3	3.7
AGE 16-19 YRS.	7.0	7.0	1.9	4.7	0.2	0.1
AGE 20 AND OVER	110.6	42.6	9.6	27.2	2.1	3.6

* Does not want, or unavailable for, full-time work.

Source: U.S.Department of Labor, Bureau of Labor Statistics, Current Population Survey, Household Data, annual averages, 1983.

TABLE A-11

UNITED STATES
 PERSONS AT WORK IN NONAGRICULTURAL INDUSTRIES
 BY FULL-TIME OR PART-TIME STATUS
 BY SEX AND AGE, 1983
 (# in thousands)

Sex, Age	Total at work	Part-time for economic reasons(1)	Voluntary(2) part-time	Total full-time
MEN				
16 & over	51,396	2,758	3,690	44,948
16-19 yrs.	2,932	437	1,361	1,134
20-24 yrs.	6,645	617	781	5,247
25-44 yrs.	26,338	1,136	561	24,641
45-64 yrs.	14,094	508	394	13,192
65 & over	1,387	59	593	735
WOMEN				
16 & over	40,642	3,240	8,727	28,675
16-19 yrs.	2,885	456	1,533	896
20-24 yrs.	6,128	664	1,148	4,316
25-44 yrs.	20,338	1,386	3,485	15,467
45-64 yrs.	10,269	675	2,000	7,594
65 & over	1,022	50	561	402

(1)ECONOMIC REASONS: is defined as slack work, material shortages, repairs to plant or equipment, start or termination of job during week, or inability to find full-time work.

(2)VOLUNTARY: is defined as part-time by choice for other than economic reasons.

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Earnings", Household data, annual averages, Jan. 1984.

JOB SHARING/ FLEXTIME

Reduction of work/family role conflicts which exist for women trying to maintain a job or career and still fulfill their housewife/mother role, is an issue which cannot be ignored by employers or by women, themselves. A woman may try to reduce this stress by lowering her standards for her housework or by cutting down her social life. All too often she doubles her efforts to be more organized and efficient, trying to be "superwoman". (2) This choice can create impossible standards and result in a feeling of failure. Remaining single or childless are also options being considered and chosen by more women pursuing careers. As shown earlier, however, a large portion of the female work force is already married and raising children. For some of these women an answer to their dual role responsibilities is an alternative work schedule.

Schedule flexibility can be extremely important to the working woman who is raising a family. As women continue to exert an influence on the shape of the work world, alternatives to traditional work schedules are being initiated to fulfill this need. Flextime and job sharing are two options which, though used by both sexes, can be especially beneficial to women.

A flextime schedule typically requires an employee to be present during certain core hours, such as 9:00 A.M. to 3:00 P.M., and allows the employee to come in earlier or leave later than the normal work day allows. Sometimes this choice is flexible; sometimes it must be made in advance and changed only with permission and advance notice. Flextime scheduling began in the late 1960's in Germany. (3) American corporations began to experiment with it in the early 1970's. It is found, at present, primarily in service companies such as banks and insurance companies which seem to be well-suited to this arrangement. Some of the benefits are a boost in employee morale, reduction of tardiness, more even distribution of work load (especially computer usage), and less absenteeism caused by child-care problems or dental appointments. Each of these benefits seems to contribute to an increase in job satisfaction.

Job sharing is another worktime alternative that many women see as preferable to a traditional workweek. Like flextime, job sharing is not used only by women, but is an option that seems to be particularly attractive to women.

There are nearly as many divergent job sharing arrangements as there are shared positions. Some workers choose to work mornings while their partners take the afternoon shift. Some alternate days, weeks, or months. The partners may be husband and wife, retirees, young mothers, or any workable combination of people.

Most shared positions come into being through the initiative of two people who desire such an arrangement. Employers who do institute job sharing programs list the following reasons (4):

- greater flexibility in work scheduling,
- retention of valued employees,
- wider range of skills in one job title,
- recruitment from a broader labor pool,
- new options for older employees,
- more energy on the job,
- reduction of absenteeism, and
- continuity of job performance.

UNEMPLOYMENT RATES

A look at national unemployment rates for men and women from 1950-1983, indicates that female unemployment rates are traditionally higher than those for males. (TABLE A-13) From 1950 through 1980 the average difference between rates for the sexes was 1.3 percent. Women's rates ranged from 2.1 percent higher (1967,1973), to a .02 percent difference in 1980, and were equal only in one year-1958. A study which focused on a sex and age breakdown for unemployed and discouraged workers shows even higher differences when all discouraged workers are considered. (TABLE D-4)

It is thought that one reason that female unemployment figures have remained above male rates is that women tended not to be consistent workers because of their frequent movement in and out of the work force for child-rearing purposes. This gives the female unemployed labor force a slightly different character than that of males, as more out-of-work women than men are new entrants to the labor force or reentering after a time at home.

Persons with less job tenure are likely to be laid off first, so that, in many cases, women are hit harder by economic downturns. As a recession continues, the number of layoffs of men equals and then surpasses those of women. This is evidenced in the unemployment rate reversal for 1982 and 1983, in which male rates eventually exceeded those for females.

Because Montana sex specific unemployment rates are not available for every year, it is difficult to ascertain a trend. Montana rates from the Current Population Survey are as follows:

MONTANA (CPS) UNEMPLOYED AS % OF LABOR FORCE			
	overall	female	male
1976	6.1%	7.6%	5.2%
1980	6.0%	6.5%	5.6%
1982	8.6%	7.4%	9.4%
1983	8.8%	8.5%	9.1%

According to Montana Census figures, the unemployed as a percent of the labor force were:

	Overall	Female	Male
1970	8.3%	6.8%	5.8%
1980	6.2%	6.9%	5.6%

CPS data show a large rise in the male unemployment rate not seen in Censuses figures. Because of differences in methodology and definitions the two sets of figures must be considered separately. The high male unemployment shown by the CPS is a reflection of large layoffs in the male-dominated industries of construction, manufacturing, and mining.

A racial comparison of U.S. unemployment rates shows blacks experiencing rates more than twice those for whites. (TABLE A-3) The 1980 Montana Census indicates a large difference between unemployment rates for the American Indian population and the general state rates. The overall American Indian unemployment rate is shown as 20.3 percent, with the female rate being 15.9 percent. According to some sources, this figure is much too low, especially when looking specifically at unemployment on reservations.

UNEMPLOYMENT RATES, cont.

For 1983, when state male unemployment rates were higher than those for women, men also remained unemployed for a slightly longer period of time.

TABLE A-12
MONTANA
UNEMPLOYED PERSONS BY DURATION OF UNEMPLOYMENT
BY SEX AND AGE, 1983

(# in thousands)

	TOTAL NUMBER UNEMPLOYED	NUMBER UNEMPLOYED BY NUMBER OF WEEKS					AVERAGE DURATION IN WKS.
		0-4	5-14	15-26	27-51	52+	
BOTH SEXES							
AGE 16 AND OVER	34.9	12.5	11.8	5.4	2.2	2.9	14.0
AGE 16-19 YRS.	4.0	2.1	1.2	.5	.1	.2	6.5
AGE 20 AND OVER	30.8	10.4	10.6	5.0	2.1	2.7	15.0
MALE							
AGE 16 AND OVER	21.1	7.4	7.0	3.1	1.4	2.1	15.5
AGE 16-19 YRS.	1.9	0.9	0.5	0.3	0.1	0.1	8.5
AGE 20 AND OVER	19.2	6.5	6.5	2.9	1.3	2.0	16.2
FEMALE							
AGE 16 AND OVER	13.8	5.2	4.8	2.3	0.8	0.7	11.7
AGE 16-19 YRS.	2.1	1.2	0.7	0.2	0	0	4.7
AGE 20 AND OVER	11.7	4.0	4.1	2.1	0.8	0.7	13.0

Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Household data, annual averages, 1983.

Two samples of reentrants into the labor force, constructed from the National Longitudinal Survey for 1972 and involving young women (ages 20-28) and mature women (ages 35-49), were studied in regard to the spells of unemployment experienced by labor force reentrants. Ethel Jones reports that approximately 1 of every 3 women undergoes a spell of unemployment when reentering the labor force. One half of the young reentrants and 4 out of 10 of the mature women experienced some type of unemployment during 1972. (5)

TABLE A-13

UNITED STATES
UNEMPLOYMENT RATES OF WOMEN AND MEN
ANNUAL AVERAGES, 1950-1983

Persons 16 yrs. of age and over
in thousands

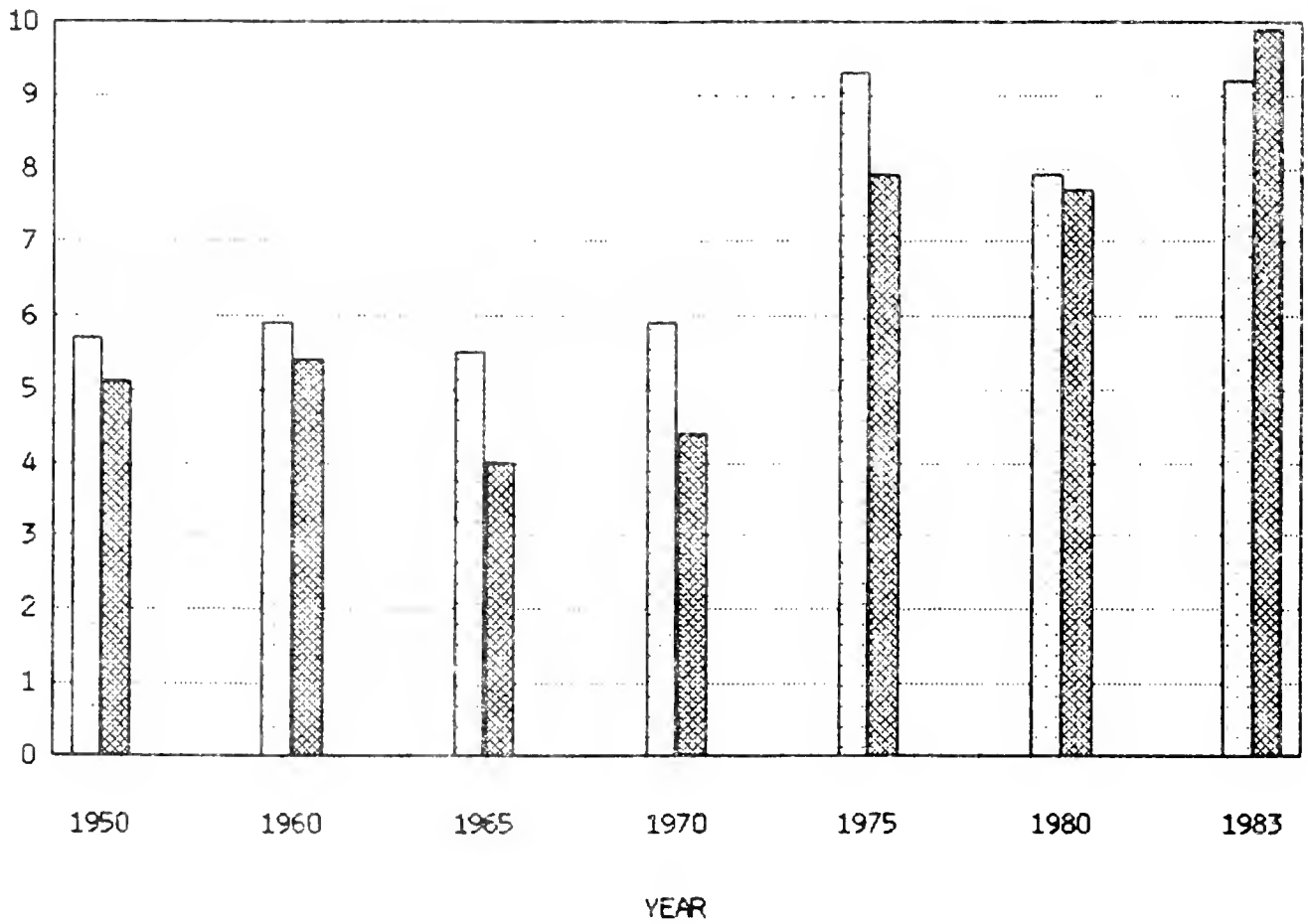
YEAR	% OF LABOR FORCE		
	BOTH SEXES	WOMEN	MEN
1983	9.6%	9.2%	9.9%
1982	9.7%	9.4%	9.9%
1981	7.6%	7.9%	7.4%
1980	7.1%	7.9%	7.7%
1979	5.8%	6.8%	5.1%
1978	6.0%	7.2%	5.2%
1977	7.0%	8.2%	6.2%
1976	7.7%	8.6%	7.0%
1975	8.5%	9.3%	7.9%
1974	5.6%	6.7%	4.8%
1973	4.9%	6.0%	4.1%
1972	5.6%	6.6%	4.9%
1971	5.9%	6.9%	5.3%
1970	4.9%	5.9%	4.4%
1969	3.5%	4.7%	2.8%
1968	3.6%	4.8%	2.9%
1967	3.8%	5.2%	3.1%
1966	3.8%	4.8%	3.2%
1965	4.5%	5.5%	4.0%
1964	5.2%	6.2%	4.6%
1963	5.7%	6.5%	5.2%
1962	5.5%	6.2%	5.2%
1961	6.7%	7.2%	6.4%
1960	5.5%	5.9%	5.4%
1959	5.5%	5.9%	5.3%
1958	6.8%	6.0%	6.8%
1957	4.3%	4.7%	4.1%
1956	4.1%	4.8%	3.8%
1955	4.4%	4.9%	4.2%
1954	5.5%	6.0%	5.3%
1953	2.9%	3.3%	2.8%
1952	3.0%	3.6%	2.8%
1951	3.3%	4.4%	2.8%
1950	5.3%	5.7%	5.1%

Source: U.S. Department of Labor, Bureau of Labor Statistics
"Handbook of Labor Statistics," 1978, and "Employment and
Earnings," January 1979, 1980, 1981, 1982, and 1983.

GRAPH A-I

U. S. UNEMPLOYMENT RATES BY SEX FOR SELECTED YEARS

PERCENT UNEMPLOYED



LEGEND

□ FEMALE

▨ MALE

JOB SERVICE

Montana has 24 Job Service offices throughout the state. TABLES A-14 & A-15 exhibit information drawn from Job Service data. TABLE A-15 tells the age, education, and race of female applicants to the Montana Job Service, and the types of services received. A typical female applicant would be white, age 22-39 and have a 12th grade education. TABLE A-14 lists job placement of applicants by occupational category. A large portion of females were placed in jobs involving clerical work, sales, or service industries.

TABLE A-14

MONTANA
INDIVIDUALS PLACED IN REGULAR JOBS(1)
BY OCCUPATIONAL CATEGORY AND DIVISION
Fiscal Year 1983, ending 9-30-83

OCCUP. CATEGORY & DIVISION	TOTAL	TOTAL FEMALES	% FEMALES OF TOTAL
TOTAL	25,392	12,029	47.4%
PROF. TECH. MGR.	1,580	803	50.8%
CLERICAL	5,141	4,132	80.4%
SALES	2,033	1,169	57.5%
DOMESTIC	1,132	699	61.7%
OTHER SERVICES	7,450	4,472	60.0%
FARM, FISHING, & FORESTRY	3,169	523	16.5%
PROCESSING	878	441	50.2%
MACHINE TRADES	983	93	9.5%
BENCH WORK	298	136	45.6%
STRUCTURAL	2,318	109	4.7%
MOTOR FREIGHT TRANSP.	884	69	7.8%
PKG. MTRL. HANDL.	1,931	363	18.8%
OTHER	440	80	18.2%

(1) Job duration of over 3 days.

Source: Montana Employment Service Automated Reporting System (ESARS), Tables 09 and D09, Sept. 30, 1983.

PROJECT CHALLENGE

Project Challenge, sponsored by the Job Training Partnership Act and administrated by the AFLCIO, is helping dislocated workers to find new employment. Trainees are instructed in job market reality and self-directed placement. Thirty-five to 40 percent of those enrolled in the program are women. Project Challenge accepts 25 persons per site per quarter. Sites are located in Billings, Great Falls, Kalispell, Butte/Anaconda, and Missoula.

TABLE A-15.

MONTANA
DEGREE OF SERVICE PROVIDED FEMALE JOB SERVICE APPLICANTS
Fiscal Year 1983, ending 9-30-83

	APPLICANTS AVAILABLE	REFERRED	PLACED	COUNSELED	TESTED	REFERRED TO SUPPLEMENTARY SERVICE	JOB SERVICE WORKSHOP, JOB FINDING CLUB	JOB DEVELOPMENT
TOTAL FEMALES	50,433	20,626	13,002	3,802	5,262	2,487	471	555
AGE								
16-19	7,424	3,789	2,800	444	568	380	95	137
20-21	5,624	2,746	1,845	366	634	311	32	79
22-39	27,601	10,774	6,360	2,323	3,172	1,334	250	271
40-54	7,154	2,416	1,352	556	757	353	76	44
55 AND OVER	2,144	602	357	100	129	96	17	11
HIGHEST GRADE								
0-7	381	128	104	53	3	31	4	4
8-11	9,592	3,887	2,772	996	383	711	53	129
12	23,704	9,355	5,729	1,816	2,597	1,232	303	218
OVER 12	16,756	7,256	4,397	937	2,279	513	111	204
RACE/ETHNIC								
WHITE (NOT HISP.)	46,782	19,484	12,257	3,368	4,944	2,003	443	538
BLACK (NOT HISP.)	173	52	31	16	11	12	3	2
HISPANIC	608	312	236	57	49	73	6	3
AMER. IND. & ALASKAN	2,589	677	401	336	240	388	17	9
ASIAN & PAC. IS.	215	77	58	22	12	9	2	3
INA	66	24	19	3	6	2	1	0
VETERAN	659	104	158	106	106	97	10	3
HANDICAPPED	1,887	60	372	397	219	234	41	25
WELFARE WIN*	3,641 3,543	747 706	474 447	1,564 1,551	196 168	340 328	66 65	53 52

* WIN- The Work Incentive Program is a Social and Rehabilitative Service and Dept. of Labor joint effort to reduce welfare dependency in which AFDC recipients are registered for employment through the Job Service.

Source: Montana Employment Service Automated Reporting System (ESARS), Table C18, Sept. 30, 1983.

NOTE: ESARS data include only those persons dealt with at Montana Job Service offices, and thus, cannot be considered a representative picture of the State as a whole.

DISPLACED HOMEMAKERS

One group of female householders has become known as displaced homemakers. The term displaced homemaker is generally used when referring to a woman who, after years at home as a wife and mother, is divorced or widowed and must face a job market for which she feels completely unprepared. This term was first used by Tish Sommers and Laurie Shields in 1975 when they founded the Alliance for Displaced Homemakers in Oakland, California (10). Both women were newly divorced and facing problems in job market re-entry. This alliance was the beginning of a process that led to the establishment of Displaced Homemaker Programs throughout the country. There were nearly 400 in 1980. The results of a national survey of Displaced Homemaker Programs in 1979 paints a picture of the typical program client as being a low income divorcee who is over age 40 and has dependents to support (11).

UNITED STATES SURVEY OF DISPLACED HOMEMAKER PROGRAMS: PRELIMINARY FINDINGS, 1979

MARITAL STATUS OF CLIENT	DIVORCED	43%
	SEPARATED	21%
	WIDOWED	20%
AGE OF CLIENT	75% OVER AGE 40	
INCOME OF CLIENT	75% EARNED LESS THAN \$5,000	
DEPENDENTS	OVER 50% HAD DEPENDENTS	
YEARS OUT OF WORKFORCE	50% OUT FOR OVER 10 YEARS	

Source: Network News, June 1979, Displaced Homemaker Network.

Montana has Displaced Homemaker Programs functioning in eight locations: Billings, Bozeman, Great Falls, Havre, Helena, Lewistown, Miles City and Missoula. The programs receive funding from the federal government under the Job Training Partnership Act, and from state monies. The state funds come from a \$25 fee attached to each of about 5,000 divorces per year.

The purpose of the programs is to help provide the job skills and training needed for a successful entry into the labor market. Job skills, however, are only a part of meeting the needs of displaced homemakers. For many women in this situation the biggest obstacle is low self-esteem. The stress involved in handling a job interview or writing a resumé can be tremendous for a woman who has never worked or who has been out of the work world for some time, especially at a time when she is making major social and emotional adjustments. Many women also need supportive services such as housing or child care, and may require eye glasses or proper clothing before they can seek employment.

OCCUPATIONAL DISTRIBUTION

In a discussion of women and employment it is important to look beyond the number employed, and to examine the nature of the positions occupied. TABLE A-17 presents an historical look at female-dominated occupations. Though many of the occupations have remained the same since 1900, their labor force distribution has changed. For example, in both 1900 and 1980, 97 percent of all private household workers were female. These workers composed 28.7 percent of the total female labor force in 1900, whereas the 1980 percentage is 2.5. Overall, the female-dominated occupations listed made up 54.4 percent of the 1900 female labor force and 32.2 percent in 1980.

Changes are slowly being made in the definition of "women's work". In spite of remarkable gains made in the number of female craft and kindred workers, such as a 260 percent gain in the number of female carpenters and 800 percent growth for machinists, women are far from realizing equitable representation in these occupations. (TABLE A-19). As of 1980, women are still only 1.6 percent of all carpenters, and 4.9 percent of machinists. TABLES A-18 & A-20 illustrate occupational distribution changes made from 1970 to 1980. The most notable differences include substantial increases in the number of women employed as managers (11.6%), sales supervisors (11.2%), and accountant/auditors (13.6%). There are obvious decreases in the number of women in the categories of maids/housemen (-18.5%), cooks (-10%), and elementary teachers (-8.5%).

A study of occupational employment changes for the time period 1972 thru 1980 shows women accounting for 65 percent of the total 15.6 million employment increase. The top four of the 10 occupations with the largest absolute employment changes were female-dominated.

TABLE A-16

OCCUPATIONS RANKED BY THE SIZE OF THEIR ABSOLUTE EMPLOYMENT CHANGES, 1972-1980 (6)

LARGEST INCREASES

- Secretaries
- Cashiers
- Registered Nurses
- Cooks
- Truckdrivers
- Accountants
- Engineers
- Computer and peripheral
machine operators
- Bookkeepers
- Computer Specialists

LARGEST DECREASES

- Delivery and Route Workers
- Cleaners and Servants
- Farm owners and tenant farmers
- Unpaid family farmworkers
- Garage workers and Gas Station
attendants
- Sewers and Stitchers
- Child-care workers
- Textile Operatives
- Telephone Operators
- Stenographers

OCCUPATIONAL DISTRIBUTION, cont.

Some of the male-dominated jobs whose ranks were enlarged by female workers were:

- Two thirds of new accountants were female, raising the female percentage of the occupation from 21 to 36 percent.
- The number of women engineers increased by 50,000 and now make up 15 percent of total engineers.
- Women doubled their representation as engineering and science technicians (from 9 to 18 percent), and accounted for 45 percent of the occupation's 1972-80 growth.
- One of three additional computer specialists jobholders were female, causing a percentage change of 9 percent (17% in 1972, 26% in 1980).
- From 1972 to 1980 female representation in the practice of law grew from 4 percent to 13 percent, as 1 out of 4 new lawyers was a woman.
- The number of female truckdrivers multiplied by five times during the time period studied. This made the number of women more than 40,000 though they only constitute 2% of that occupation's workers.

Women also had an effect on the 1972-80 job loser categories, even though more than one-half of the 30 occupations losing 10,000 or more workers were blue-collar jobs. Of the five white-collar losers, four were in the clerical grouping. Virtually all of the employees affected by the decline in the number of private household workers, child-care workers, sewers and stitchers, and telephone operators, were women. The stenographer count dropped to less than one-half its 1972 level, and is most likely due to the increased use of dictation machines. Most stenographers were probably reclassified into another clerical group.

An examination of the distribution of employed U.S women from 1960 to 1983 by major occupational group (TABLE A-21) shows a continued concentration of females as:

- clerical workers (30.3% in 1960, 29.7% in 1983),
- professional and technical workers, which includes nurses and teachers (12.4% in 1960, 17.3% in 1983),
- sales workers (7.7% in 1960, 12.8% in 1983*),
- other service workers (14.8% in 1960, 16.8% in 1983).

Note: The large increase in the percentage of sales workers is the result of a Bureau of Labor Statistics (BLS) definitional change. In 1983 supervisors and proprietors were included in the sales worker count when they had not been previously. This change is evident in the distribution percentages for both sexes on both a state and a national level.

OCCUPATIONAL DISTRIBUTION, cont.

It has been estimated that, with all barriers to "male occupations" removed, 60 percent of currently employed women would have to change jobs in order to have the same occupational profile as men. There has been little change in this estimate since 1900. (7)

Occupationally, as in other areas, Montana statistics are similar to national patterns. Montana women constitute 41.1 percent of employed persons in all occupations. In the 11 broad categories, the highest percentage of women is ADMINISTRATIVE SUPPORT (81.7%), the lowest is PRECISION PRODUCTION, CRAFT, AND REPAIR (5.2%). (TABLE A-22)

Occupational distribution of female state government employees is shown in TABLE A-27. Considerable changes have occurred since the inception of Montana's Equal Employment Opportunity (EEO) program in 1975. The 1975 to 1983 changes in the percentage of women in each category are:

Administrators	+ 5.7%	Paraprofessionals	+ 6.0%
Professionals	+ 4.9%	Clerical	+ 0.1%
Technicians	+17.2%	Skilled Craft	- 2.0%
Protective Services	+ 2.4%	Service	-12.2%

A Sociological Perspective

There is no simple or agreed-upon explanation for the occupational profile differences between men and women. Veronica Nieva and Barbara Gutek, authors of *Women and Work*, offer four perspectives used in discussions of this historical inequality. (8) The first view uses what may be called the "individual deficit model". From this point of view women are seen as less stable and less rational than men, and fearful of challenge and success. It explains women's inferior work status positions in terms of deficits in individual motivation, socialization and training that discourages assertiveness, and lack of sensitivity to networks and organizational games. This approach tends to blame the victim and ignores external influences which could create or perpetuate such characteristics.

The second perspective uses a "structural-institutional model", which sees women's personalities and motivations as consequences rather than the causes of work structures. This suggests that low aspirations are simply adjustments to the reality of work structure opportunities in a system which keeps women in powerless, dead-end positions.

The "sex-role model" focuses on sex-role prescriptions as providing occupational direction. Traditionally-female occupations are chosen in spite of low pay, because they are viewed by society as being appropriate activities for women. The societal-defined female role of nurturer and supporter may also cause employers to, consciously or unconsciously, assume limitations on woman's abilities and job interests.

The fourth position is labeled the "intergroup model", and sees stereotypes as resulting from worker groups formed on the basis of sex and the subsequent tendency to exaggerate within-group similarities and, between-group differences. The male group is traditionally characterized as motivated, committed, and superior to the female group. Therefore, group membership is the determination of status. "Women often exhibit

OCCUPATIONAL DISTRIBUTION, cont.

psychological characteristics typical of lower caste members, for example, denigration of other members of their own group, accepting the dominant group's definitions of them, and preferring to work and to be identified with members of the top group. Ironically, they are regarded by the dominant male group as inferior beings, yet the kinds of barriers set up against them suggest that their competition is feared greatly."

(8) The subordinate status is maintained by control of resources such as power, money, land, and legal power.

Each of these four explanations for the work status of women gives a possible reasoning and is suggestive of different methods of change in order to reverse the current situation. Regardless of which set of factors is most influential, the achievement of occupational equity will only come about through a complete revolution in societal attitudes toward women in the labor force.

Apprenticeships

A major avenue for female entrance into non-traditional employment is participation in apprenticeship programs. The 1979 number of female apprentices in the United States was over six and one-half times that for 1973. (TABLE A-28) Even with this growth, women constituted only 4.1 percent of the 1979 total U.S. apprentices.

In Montana we find a 34.2 percent gain in the number of female apprentices, from 85 in 1977 to 114 in 1984. (TABLE A-29) Also, female representation has more than doubled, as 10.2 percent of all 1984 apprentices were female, compared with 4.8 percent in 1977.

TABLE A-17

UNITED STATES
FEMALE-DOMINATED OCCUPATIONS: 1900, 1950, 1980

Occupation	% of Female Labor Force	Female as % of Total in Occup.
1900		
DRESSMAKERS *	7.8%	100%
MILLINERS	1.4%	100%
PRIVATE HOUSEHOLD WORKERS	28.7%	97%
NURSES	0.2%	94%
ATTENDANTS, hospitals & other inst., midwives, practical nurses	1.8%	89%
OPERATIVES, paperboard containers & boxes	0.3%	84%
CHARWOMEN & CLEANERS	0.5%	84%
BOARDING & LODGING HOUSEKEEPERS	1.1%	83%
LIBRARY ATTENDANTS	**	80%
TELEPHONE OPERATORS	0.3%	80%
OPERATIVES, KNITTING MILLS	0.6%	78%
HOUSEKEEPERS AND STEWARDS, except private	0.5%	78%
TEACHERS	6.1%	75%
LIBRARIANS	**	72%
STENOGRAPHERS, TYPISTS, & SECRETARIES	1.8%	72%
OPERATIVES, misc. fabricated textile products	0.3%	71%
OPERATIVES, apparel & accessories mfg.	3.0%	70%
TOTAL	54.4%	
1950		
NURSES	2.9%	98%
DRESSMAKERS & SEAMSTRESSES	0.9%	97%
TELEPHONE OPERATORS	2.2%	96%
ATTENDANTS, physicians & dentists offices	0.2%	95%
PRIVATE HOUSEHOLD WORKERS	8.9%	95%
STENOGRAPHERS, TYPISTS, & SECRETARIES	9.5%	94%
MILLINERS	0.1%	90%
LIBRARIANS	0.3%	89%
OFFICE MACHINE OPERATORS	0.8%	82%
SALES WORKERS, DEMONSTRATORS	0.1%	82%
OPERATIVES, mfg. apparel & accessories	4.0%	81%
BOOKKEEPERS & CASHIERS	4.7%	78%

* This item may be read as follows: In 1900, dressmakers made up 7.8% of the female labor force and 100% of dressmakers were women.

** Percentage below 0.1%.

FEMALE-DOMINATED OCCUPATIONS, cont.

1950, cont.	% of Female Labor Force	Female as % of Total in Occup.
COUNTER & FOUNTAIN WORKERS, WAITRESSES	4.0%	78%
HOUSEKEEPERS & STEWARDS except private	0.5%	78%
TEACHERS	5.2%	75%
LIBRARY, attendants	0.1%	74%
SPINNERS, textile	0.4%	74%
OPERATIVES, knitting	0.7%	72%
OPERATIVES, misc. fabricated textiles	0.2%	72%
BOARDING & LODGINGS HOUSEKEEPERS	0.1%	72%
DANCERS & DANCE TEACHERS	0.1%	71%
RELIGIOUS WORKERS	0.2%	70%
OPERATIVES, tobacco mfg.	0.3%	70%
TOTAL	46.4%	

1980

SECRETARIES	9.3%	99.1%
DENTAL ASSISTANTS	0.3%	98.6%
PRE-KINDERGARTEN TEACHERS	0.6%	98.4%
PRIVATE HOUSEHOLD WORKERS	2.5%	97.5%
PRACTICAL NURSES	0.9%	97.3%
DRESSMAKERS	0.3%	97.2%
LODGING QUARTERS CLEANERS	0.4%	97.0%
TYPISTS	2.4%	96.9%
TELEPHONE OPERATORS	0.7%	96.9%
DEMONSTRATORS	0.2%	96.7%
REGISTERED NURSES	3.0%	96.5%
RECEPTIONISTS	1.5%	96.3%
CHILD CARE WORKERS	1.0%	96.1%
KEYPUNCH OPERATORS	0.6%	95.9%
SEWERS & STITCHERS	1.8%	95.7%
TEACHER'S AIDES	0.9%	93.7%
BANK TELLERS	1.2%	92.7%
BOOKKEEPERS	4.2%	90.5%
BILLING CLERKS	0.4%	90.2%
BOOKKEEPING & BILLING MACHINE OPERATORS	0.1%	90.0%
TOTAL	32.2%	

Source: Linda Waite, "U.S. Women at Work", 1981. p.25.

TABLE A-18

UNITED STATES
THE 25 OCCUPATIONS WITH THE LARGEST NUMBERS OF MEN IN 1980
AND THE % OF WOMEN IN EACH OCCUPATION

DETAILED 1980 OCCUPATIONAL TITLE	# MEN	1970 %WOMEN	1980 %WOMEN	%Change '70-'80
MANAGERS, n.e.c.(1)	3,824,609	15.3%	26.9%	11.6%
TRUCKDRIVERS, Heavy	1,852,443	1.5%	2.3%	0.8%
JANITORS & CLEANERS	1,631,534	13.1%	23.4%	10.3%
SUPERVISORS, Production	1,605,489	9.9%	15.0%	5.1%
CARPENTERS	1,275,666	1.1%	1.6%	0.5%
SUPERVISORS, Sales	1,137,045	17.0%	28.2%	11.2%
LABORERS	1,128,789	16.5%	19.4%	2.9%
SALES REPRESENTATIVES	1,070,206	7.0%	14.9%	7.9%
FARMERS	1,032,759	4.7%	9.8%	5.1%
AUTO MECHANICS	948,358	1.4%	1.3%	-0.1%
MACHINE OPERATORS	933,201	35.6%	33.5%	-2.1%
ASSEMBLERS	858,542	45.7%	49.5%	3.8%
CONSTRUCTION LABORERS	833,937	1.9%	3.2%	1.3%
WELDERS & CUTTERS	744,585	6.2%	5.9%	-0.3%
FARMWORKERS	694,666	14.9%	21.7%	6.8%
SUPERVISORS, n.e.c.	672,477	1.2%	1.8%	0.6%
ACCOUNTANTS, AUDITORS	626,558	24.6%	38.2%	13.6%
ELECTRICIANS	594,781	2.0%	2.0%	0.0%
COOKS	578,320	67.2%	57.2%	-10.0%
TEACHERS, Elem.	569,823	83.9%	75.4%	-8.5%
MANAGERS, Marketing	567,362	7.9%	17.6%	9.7%
STOCKHANDLERS, BAGGERS	560,360	12.5%	21.0%	8.5%
TRUCKDRIVERS, Light	512,671	4.7%	6.8%	2.1%
MACHINISTS	500,294	3.0%	4.9%	1.9%
GUARDS, Exclud. Public	499,152	4.0%	13.5%	9.5%

(1) n.e.c.- not elsewhere classified

Source: Nancy Rytina and Suzanne Bianchi, "Occupational Reclassification and Changes in Distribution by Gender", Monthly Labor Review, March 1984 pg.15

TABLE A-19

UNITED STATES
1972-1980 FEMALE GAINS AS CRAFT AND KINDRED WORKERS

	1972	1980	% GAIN
CARPENTERS	5,000	18,000	260%
OTHER CONSTR. CRAFTWORKERS	11,000	50,000	354%
MACHINISTS	2,000	18,000	800%
HEAVY EQUIP. MECHANICS	5,000	15,000	200%
TELEPHONE INSTALLERS & REPAIR	6,000	27,000	350%

Source: Carol Boyd Leon, "Occupational Winners and Losers: Who They Were During 1972-80", Monthly Labor Review, June 1982, pg.28.

TABLE A-20

UNITED STATES
THE 25 OCCUPATIONS WITH THE LARGEST NUMBER OF WOMEN IN 1980
AND THE % OF WOMEN IN EACH OCCUPATION

DETAILED 1980 OCCUPATIONAL TITLE	# WOMEN	1970 % WOMEN	1980 % WOMEN	'70-'80 %CHANGE
SECRETARIES	3,949,973	97.8%	98.8%	1.0%
TEACHERS, Elem.	1,749,547	83.9%	75.4%	-8.5%
BOOKKEEPERS	1,700,843	80.9%	89.7%	8.8%
CASHIERS	1,565,502	84.2%	83.5%	-0.7%
OFFICE CLERKS	1,425,083	75.3%	82.1%	6.8%
MANAGERS, n.e.c.	1,407,898	15.3%	26.9%	11.6%
WAITRESSES	1,325,928	90.8%	88.0%	-2.8%
SALESWORKERS	1,234,929	70.4%	72.7%	2.3%
REGISTERED NURSES	1,232,544	97.3%	95.9%	-1.4%
NURSING AIDES	1,209,757	87.0%	87.8%	0.8%
SEWING MACHINES OPERATORS	860,848	94.9%	94.1%	-0.8%
ASSEMBLERS	841,158	45.7%	49.5%	3.8%
COOKS	771,878	67.2%	57.2%	-10.0%
TYPISTS	716,449	94.8%	96.8%	2.0%
CHILD CARE WORKERS	570,794	92.5%	93.2%	0.7%
RECEPTIONISTS	525,290	95.3%	95.8%	0.5%
MAIDS AND HOUSEMEN	510,277	94.3%	75.8%	-18.5%
JANITORS AND CLEANERS	498,623	13.1%	23.4%	10.3%
HAIRDRESSERS	490,785	90.0%	87.8%	-2.2%
TEACHERS, Secondary	486,603	49.6%	56.5%	6.9%
MACHINE OPERATORS	471,011	30.2%	33.5%	3.3%
BANK TELLERS	464,139	86.9%	91.1%	4.2%
SUPERVISORS, Sales	445,492	17.0%	28.2%	11.2%
PRACTICAL NURSES	420,412	96.1%	96.6%	0.5%
HAND PACKAGERS	415,925	67.0%	66.8%	-0.2%

n.e.c.- not elsewhere classified

Source: Nancy Rytina and Suzanne Bianchi, "Occupational Reclassification and Changes in Distribution by Gender", Monthly Labor Review, March 1984 pg.16.

TABLE A-21

UNITED STATES
% DISTRIBUTION OF EMPLOYED WOMEN, BY MAJOR OCCUPATION GROUP,
ANNUAL AVERAGES FOR SELECTED YEARS, 1960-83

OCCUPATION GROUP	1983	1981	1980	1975	1970	1960
TOTAL EMPLOYED, in thousands	44,947	42,145	41,283	33,353	29,667	21,874
percent of Total Employed	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
PROFESSIONAL & TECH. WORKERS	17.5%	17.0%	16.8%	15.7%	14.5%	12.4%
MANAGERS & ADMIN., except farm	7.9%	7.4%	6.9%	5.2%	4.5%	5.0%
SALES WORKERS	12.8%	6.8%	6.8%	6.9%	7.0%	7.7%
CLERICAL WORKERS	29.7%	34.7%	35.1%	35.1%	34.5%	30.3%
CRAFT & KINDRED WORKERS	2.3%	1.9%	1.8%	1.5%	1.1%	1.0%
OPERATIVES, except transport	7.4%	9.7%	10.0%	11.0%		
TRANSPORT EQUIP. OPERATIVES	.7%	0.7%	0.7%	0.5%	14.5%	15.2%
NONFARM LABORERS	1.6%	1.2%	1.2%	1.1%	0.5%	0.4%
PRIVATE HOUSEHOLD WORKERS	2.1%	2.3%	2.5%	3.4%	5.1%	8.9%
OTHER SERVICE WORKERS	16.8%	17.1%	17.0%	18.2%	16.5%	14.8%
FARMERS & FARM MANAGERS	.4%	0.4%	0.4%	0.3%	0.3%	0.5%
FARM LABORERS & SUPERVISORS	1.0%	0.8%	0.8%	1.1%	1.5%	3.2%

*NOTE: The large increase in the percentage of sales workers is the result of a Bureau of Labor Statistics (BLS) definitional change. Sales supervisors and proprietors were included in the sales worker category for the first time in 1983.

Source: U.S. Department and U.S. Department of Health, Education, and Welfare, "Employment and Training Report of the President", 1979 and U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Earnings", January 1979-1984.

TABLE A-22

MONTANA
DISTRIBUTION OF EMPLOYMENT BY OCCUPATION BY SEX, 1982 AND 1983
(Persons age 16 and over)

	1982		1983	
	MEN	WOMEN	MEN	WOMEN
TOTAL EMPLOYMENT	211,000	147,000	210,000	149,000
Percent of total employment	100.0%	100.0%	100.0%	100.0%
WHITE COLLAR WORKERS, TOTAL	39.5%	67.1%	37.6%	65.7%
PROFESSIONAL & TECHNICAL MANAGERS & ADMINISTRATORS, EXCEPT FARM	13.5%	16.3%	12.1%	16.6%
SALES WORKERS *	14.5%	8.7%	10.7%	8.1%
CLERICAL WORKERS	6.9%	6.4%	11.8%	13.1%
	4.5%	35.7%	3.0%	27.9%
BLUE COLLAR WORKERS, TOTAL	41.0%	6.4%	39.5%	5.8%
CRAFT & KINDRED WORKERS	20.8%	1.6%	20.9%	1.0%
OPERATIVES, EXCEPT TRANSPORT	8.2%	2.4%	3.5%	2.8%
TRANSPORT EQUIPMENT OPERATIVES	5.8%	0.6%	9.5%	0.5%
NON-FARM LABORERS	6.3%	1.8%	5.6%	1.5%
SERVICE WORKERS	7.0%	22.6%	8.2%	23.6%
FARM WORKERS	12.6%	3.9%	14.8%	5.0%

* NOTE: The large increase in the percentage of sales workers is the result of a Bureau of Labor Statistics (BLS) definitional change.

Source: U.S. Department of Labor, Bureau of Labor Statistics,
Current Population Survey, Household data, annual averages, 1982 and 1983.

TABLE A-23

MONTANA
DISTRIBUTION OF EMPLOYMENT BY INDUSTRY AND SEX,
CPS 1983 ANNUAL AVERAGES

	MEN	WOMEN
TOTAL EMPLOYED	210,000	149,000
Percent of total employed	100.0%	100.0%
NON-AGRICULTURAL INDUSTRIES, total	85.7%	91.5%
Private non-ag wage & salary workers, total (including mining)	58.5%	57.6%
Construction	6.6%	1.0%
Manufacturing	8.7%	3.6%
Durable	4.8%	1.5%
Non-durable	3.9%	2.2%
Transportation, Communication, & Public Utilities	7.8%	2.9%
Trade	17.0%	21.0%
Finance, Insurance, & Real Estate	2.3%	6.9%
Service Industries	9.7%	21.4%
Government	13.6%	21.3%
AGRICULTURE	13.7%	5.9%

Source: U.S. Department of Labor, Bureau of Labor Statistics,
Current Population Survey, Household data, annual averages, 1982.

TABLE A-24

MONTANA
FEMALE EMPLOYMENT BY INDUSTRY

(annual averages, # in thousands)	1975	1980	1983
NON-AGRICULTURAL WAGE & SALARY	94.6	133.9	132.0
Manufacturing	2.5	3.0	2.7
Mining	.3	.5	.5
Contract Construction	.8	1.5	1.9
Trans. & Public Utilities	3.5	4.4	4.6
Wholesale & Retail Trade	24.9	36.6	34.3
Finance, Insurance, & Real Estate	6.2	8.4	8.1
Services	28.1	34.9	38.2
Government	18.3	44.6	41.9

Source: Department of Labor, Research and Analysis Bureau, "Montana
Annual Planning Information 1985" and Establishment Survey Employment
Estimates 1975 and 1980.

TABLE A-25

MONTANA
EMPLOYED PERSONS BY DETAILED OCCUPATION
AND PERCENTAGE OF WOMEN IN EACH OCCUPATION, 1980

	STATE TOTALS		CASCADE COUNTY		FLATHEAD COUNTY	
	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE
TOTAL, ALL OCCUPATIONS	328,316	41.1%	32,719	44.5%	20,168	40.7%
EXECUTIVE, ADMINISTRATIVE & MANAGERIAL	33,789	30.6%	3,716	30.2%	1,962	31.1%
Officials & Administrators, Public Admin.	1,734	35.9%	109	11.9%	35	85.7%
Officials & Administrators, other	24,585	27.9%	2,703	25.8%	1,503	28.6%
Manufacturing	1,867	10.3%	222	11.7%	220	5.9%
Retail Trade, Self-employed	1,258	42.2%	56	30.4%	85	37.6%
Retail Trade, except Self-employed	4,584	33.1%	581	32.7%	351	35.9%
Other Industries	16,876	27.4%	1,844	25.2%	847	30.6%
Management Related Occupations	7,470	38.3%	904	45.6%	424	35.6%
PROFESSIONAL SPECIALTY OCCUPATIONS	40,381	49.1%	4,085	55.1%	2,350	46.2%
Engineers & Natural Scientists	5,352	8.8%	320	9.4%	376	13.0%
Architects	359	6.4%	38	18.4%	13	0
Engineers	2,452	4.9%	154	0	151	7.3%
Surveyors	334	9.9%	22	0	19	0
Computer, Math & Natural Scientists	2,207	13.4%	106	21.7%	193	19.7%
Physicians, Dentists & Kindred	2,211	7.3%	255	10.6%	173	13.3%
Registered Nurses, Therapists & Kindred	5,385	88.6%	811	88.3%	282	85.5%
Elementary & Secondary School Teachers	14,058	64.6%	1,343	68.4%	872	62.2%
Other Teachers, Librarians, & Counselors	4,686	48.7%	392	59.2%	224	51.8%
Social Scientists & Urban Planners	527	28.5%	51	45.1%	7	100.0%
Social, Recreation & Religious Workers	3,027	36.1%	300	31.0%	166	15.7%
Lawyers and Judges	1,659	17.2%	172	16.3%	66	9.1%
Writers, Artists, Entertainers, Athletes	3,481	43.6%	441	41.7%	184	40.8%
TECHNICIANS & RELATED SUPPORT	7,990	49.7%	909	47.0%	576	52.3%
Health Technologists & Technicians	1,578	80.5%	222	81.1%	129	73.6%
Licensed Practical Nurses	1,380	97.0%	153	93.5%	80	100.0%
Engineering, Science & Other Technicians	5,032	27.0%	534	19.5%	367	34.3%
SALES OCCUPATIONS	33,671	47.0%	4,213	44.6%	2,149	45.4%
Supervisors, Self-employed	1,924	33.1%	156	47.4%	103	35.0%
Supervisors, excluding Self-employed	3,879	26.9%	397	15.6%	204	20.1%
Sales Representatives	9,333	22.0%	1,402	24.5%	671	23.7%
Finance & Business Services	6,064	29.4%	872	35.7%	556	28.6%
Commodities	3,269	8.4%	530	6.2%	115	0
Sales Workers, Retail Trade	11,722	60.7%	1,438	56.3%	730	55.3%
Sales Workers, except Retail	1,373	37.4%	173	31.2%	79	49.4%
Cashiers	5,324	82.8%	635	82.8%	344	84.9%
Sales Related Occupations	122	36.1%	12	100.0%	18	33.3%

Source: U.S. Department of Labor, Employment and Training Admin., 1980 Census.

This information is available for all Montana counties; only the seven most populated counties are included here because these counties have over 50% of Montana's population in 1980.

MONTANA, EMPLOYED PERSONS BY DETAILED OCCUPATION AND PERCENTAGE OF WOMEN IN EACH OCCUPATION 1980, TABLE A-25 CONT.

	STATE TOTALS		CASCADE COUNTY		FLATHEAD COUNTY	
	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE
ADMINISTRATIVE SUPPORT, INCLUD. CLERICAL	48,613	81.7%	5,732	81.2%	2,685	79.4%
Supervisors, Administrative Support	1,719	49.2%	283	46.3%	65	63.1%
Computer Equipment Operators	1,053	77.3%	195	85.1%	38	100.0%
Secretaries, Stenographers, & Typists	13,846	98.2%	1,634	97.6%	591	99.0%
Bookkeepers	9,022	93.2%	884	93.2%	528	93.8%
Financial Records Processing	795	86.2%	126	100.0%	28	100.0%
Mail & Message Distributing Clerks	2,332	33.6%	230	29.6%	158	31.0%
Material Recording, Scheduling, Distrib.	3,230	34.7%	490	28.4%	195	34.4%
Other Administrative Support	16,616	81.2%	1,890	85.0%	1,082	76.7%
SERVICE OCCUPATIONS	49,497	67.4%	5,294	61.2%	3,141	73.9%
Private Household Workers	1,302	96.2%	90	100.0%	107	100.0%
Protective Service Occupations	3,931	10.7%	447	16.8%	178	19.7%
Police & Firefighters	1,646	2.9%	182	3.9%	54	14.8%
Guards	1,158	21.9%	142	36.6%	92	22.8%
Other Protective Service	1,127	10.5%	123	13.0%	32	18.8%
Food Service	20,903	75.5%	2,362	70.5%	1,340	78.1%
Health Service	5,701	90.6%	543	87.8%	348	100.0%
Cleaning & Building Service	11,008	47.0%	1,204	32.8%	702	57.1%
Personal Service Occupations	6,652	83.5%	648	82.7%	466	82.4%
FARMING, FORESTRY, & FISHING	30,468	12.8%	1,267	16.0%	808	21.0%
Farm Operators & Managers	17,856	8.8%	638	17.2%	302	17.6%
Non-Manual Farm Occupations	10,059	19.2%	449	12.7%	227	22.9%
Related Agricultural Workers	1,230	23.0%	158	22.8%	120	39.2%
Forestry & Logging Occupations	1,250	8.2%	22	0	152	11.8%
Fishers, Hunters & Trappers	73	2.7%	--	--	7	0
PRECISION PRODUCTION, CRAFT AND REPAIR	40,168	5.2%	3,771	5.9%	2,887	4.5%
Auto Mechanics & Repairers	4,843	4%	470	0	304	0
Other Mechanics & Repairers	8,695	2.4%	852	2.6%	727	4.7%
Carpenters	5,960	2.2%	549	4%	465	3.2%
Other Construction Trades	10,399	2.6%	953	4.4%	781	3.1%
Mining & Drilling Occupations	2,233	2.5%	79	0	12	0
Supervisors, Precision Production	1,957	6.4%	192	14.1%	254	0
Precision Metal Production	1,874	4.4%	141	0	112	5.4%
Plant & System Operators	887	4.0%	171	3.5%	54	0
Other Precision Production Operators	3,320	35.4%	364	33.8%	173	29.2%
MACHINE OPERATORS, ASSEMBLERS & INSPECTORS	11,214	21.7%	951	29.5%	1,270	10.8%
Machine Operators & Tenders	7,640	26.0%	706	33.7%	1,072	11.5%
Fabricators, Assemblers, & Hand-working Occ.	2,736	10.5%	169	16.6%	126	6.3%
Prod. Inspect., Testers, Samplers, Weighers	838	18.6%	76	19.7%	72	8.3%
TRANSPORTATION & MATERIAL MOVING OPERATORS	17,503	6.3%	1,191	6.5%	1,146	9.1%
Motor Vehicle Operators	10,920	8.9%	869	8.2%	578	15.6%
Transportation, except Motor Vehicles	2,093	3.1%	97	0	312	4.5%
Material Moving Equipment Operators	4,490	1.6%	225	2.7%	256	0
HANDLERS, EQUIP. CLEANERS, HELPERS, LABORERS	15,016	14.9%	1,590	13.6%	1,194	19.8%
Helpers	904	9.1%	101	0	33	21.2%
Construction Laborers	3,009	4.0%	257	2.3%	135	0
Freight, Stock, & Material Handlers	3,684	23.8%	413	24.5%	291	41.2%
Vehicle Washers & Equipment Cleaners	372	15.1%	29	0	20	0
Miscellaneous Manual Occupations	7,047	15.6%	790	14.3%	715	15.4%

MONTANA, EMPLOYED PERSONS BY DETAILED OCCUPATION AND PERCENTAGE OF WOMEN IN EACH OCCUPATION 1980, TABLE A-25 CONT.

	CALLAHAN COUNTY		LEWIS & CLARK COUNTY		MISSOULA COUNTY	
	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE
TOTAL, ALL OCCUPATIONS	19,132	43.0%	20,553	46.4%	33,264	43.4%
EXECUTIVE, ADMINISTRATIVE & MANAGERIAL						
Officials & Administrators, Public Admin.	2,099	24.7%	3,295	37.1%	3,964	34.4%
Officials & Administrators, Other	103	0	276	29.0%	165	25.5%
Manufacturing	1,705	23.6%	1,877	37.6%	2,876	33.4%
Retail Trade, Self-Employed	168	19.1%	45	13.3%	210	16.2%
Retail Trade, except Self-Employed	73	28.8%	71	16.9%	103	50.5%
Other Industries	355	22.5%	308	40.6%	680	33.4%
Management Related Occupations	1,109	24.3%	1,453	38.7%	1,883	34.4%
	291	39.5%	1,142	38.4%	923	39.0%
PROFESSIONAL SPECIALTY OCCUPATIONS						
Engineers & Natural Scientists	2,883	40.7%	3,096	43.5%	4,723	47.3%
Architects	356	8.2%	514	9.9%	618	11.8%
Engineers	33	0	28	14.3%	34	0
Surveyors	124	0	286	4.9%	219	2.7%
Computer, Math & Natural Scientists	33	0	17	0	48	33.3%
Physicians, Dentists & Kindred	166	17.5%	183	18.0%	317	16.1%
Registered Nurses, Therapists & Kindred	140	3.6%	157	8.3%	315	9.2%
Elementary & Secondary School Teachers	250	93.2%	445	87.4%	499	89.6%
Other Teachers, Librarians, & Counselors	624	67.3%	676	66.0%	1,288	67.6%
Social Scientists & Urban Planners	921	31.2%	275	49.8%	1,008	42.7%
Social, Recreation and Religious Workers	19	52.6%	80	15.0%	50	10.0%
Lawyers and Judges	162	27.2%	260	38.1%	222	49.1%
Writers, Artists, Entertainers, Athletes	81	18.5%	258	11.6%	177	9.6%
	330	39.7%	431	39.2%	557	46.0%
TECHNICIANS & RELATED SUPPORT						
Health Technologists & Technicians	471	42.0%	623	50.6%	830	42.8%
Licensed Practical Nurses	59	96.6%	122	95.1%	140	77.1%
Engineering, Science & Other Technicians	30	66.7%	63	88.9%	108	100.0%
	382	31.7%	438	32.6%	582	23.9%
SALES OCCUPATIONS						
Supervisors, Self-Employed	2,196	46.0%	1,637	46.6%	4,211	49.6%
Supervisors, excluding Self-Employed	89	32.6%	45	31.1%	126	27.0%
Sales Representatives	316	38.6%	157	14.7%	468	36.1%
Finance & Business Services	632	23.7%	503	21.9%	1,213	26.5%
Commodities	434	29.7%	379	25.6%	792	35.4%
Sales Workers, Retail Trade	198	10.6%	124	10.5%	421	9.7%
Sales Workers, except Retail	657	57.5%	547	62.7%	1,457	58.9%
Cashiers	99	9.1%	43	30.2%	187	47.6%
Sales Related Occupations	403	79.7%	318	81.4%	750	82.3%
	--	0	24	0	10	0
ADMINISTRATIVE SUPPORT, INCLUD. CLERICAL						
Supervisors, Administrative Support	3,035	83.2%	4,801	81.2%	5,353	79.0%
Computer Equipment Operators	74	50.0%	336	53.0%	165	45.5%
Secretaries, Stenographers, & Typists	79	59.5%	143	77.6%	104	69.2%
Bookkeepers	996	99.0%	1,458	98.0%	1,579	96.5%
Financial Records Processing	614	94.3%	649	92.3%	940	89.6%
Mail & Message Distributing Clerks	34	91.2%	67	82.1%	88	75.0%
Material Recording, Scheduling, Distrib.	106	35.9%	175	30.1%	203	10.3%
Other Administrative Support	182	32.4%	270	45.2%	391	37.6%
	950	78.7%	1,703	79.5%	1,883	78.8%

MONTANA, EMPLOYED PERSONS BY DETAILED OCCUPATION AND PERCENTAGE OF WOMEN IN EACH OCCUPATION 1980, TABLE A-25 CONT.

	GALLATIN COUNTY		LEWIS & CLARK COUNTY		MISSOULA COUNTY	
	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE
SERVICE OCCUPATIONS	3,233	61.5%	2,785	56.8%	4,805	64.2%
Private Household Workers	57	96.5%	157	100.0%	82	86.6%
Protective Service Occupations	218	13.3%	268	16.0%	398	4.5%
Police & Firefighters	72	0	92	0	172	0
Guards	110	17.3%	81	22.2%	117	15.4%
Other Protective Service	36	27.8%	95	26.3%	109	0
Food Service	1,613	64.0%	1,022	50.7%	2,251	72.1%
Health Service	232	97.4%	228	86.0%	391	93.6%
Cleaning & Building Service	665	46.9%	632	37.8%	953	41.9%
Personal Service Occupations	448	74.6%	478	89.7%	730	83.4%
FARMING, FORESTRY, & FISHING	1,337	16.1%	572	16.3%	629	17.0%
Farm Operators & Managers	669	6.9%	200	6.5%	103	23.3%
Non-Manual farm Occupations	532	20.9%	242	23.1%	147	24.5%
Related Agricultural Workers	100	58.0%	60	28.3%	127	22.0%
Forestry & Logging Occupations	36	0	61	11.5%	241	7.9%
Fishers, Hunters & Trappers	--	0	9	0	11	0
PRECISION PRODUCTION, CRAFT AND REPAIR	1,913	9.5%	1,816	7.5%	3,809	7.3%
Auto Mechanics & Repairers	227	3.1%	159	0	452	0
Other Mechanics & Repairers	356	5.3%	408	6.6%	927	4.2%
Carpenters	425	2.1%	365	2.5%	499	3.2%
Other Construction Trades	517	1.9%	528	2.1%	981	2.7%
Mining & Drilling Occupations	8	0	36	0	27	0
Supervisors, Precision Productions	76	2.6%	81	8.6%	270	3.7%
Precision Metal Production	70	8.6%	33	0	208	8.7%
Plant & System Operators	4	0	15	46.7%	20	0
Other Precision Production Operators	230	55.7%	191	39.3%	425	39.1%
MACHINE OPERATORS, ASSEMBLERS & INSPECTORS	606	35.5%	511	17.2%	1,395	22.3%
Machine Operators & Tenders	416	37.7%	370	18.4%	1,053	25.0%
Fabricators, Assemblers, & Hand-Working Occ.	164	28.7%	123	10.6%	215	11.2%
Prod. Inspect., Testers, Samplers, Weighers	26	42.3%	18	38.9%	127	18.9%
TRANSPORTATION & MATERIAL MOVING OPERATORS	663	12.8%	689	1.6%	1,896	6.6%
Motor Vehicle Operators	501	16.6%	492	.8%	1,218	8.0%
Transportation, except Motor Vehicles	23	0	13	53.9%	234	5.1%
Material Moving Equipment Operators	139	1.4%	184	0	444	3.6%
HANDLERS, EQUIP. CLEANERS, HELPERS, LABORERS	696	15.7%	728	9.8%	1,638	15.5%
Helpers	32	28.1%	29	0	42	0
Construction Laborers	178	4.5%	145	3.5%	249	.4%
Freight, Stock, & Material Handlers	197	22.3%	154	19.5%	483	24.4%
Vehicle Washers & Equipment Cleaners	9	55.6%	52	9.6%	56	12.5%
Miscellaneous Manual Occupations	280	15.4%	348	8.9%	808	14.1%

	SILVER BOW COUNTY		YELLOWSTONE COUNTY	
	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE
TOTAL, ALL OCCUPATIONS	14,871	41.7%	49,407	42.5%
EXECUTIVE, ADMINISTRATIVE & MANAGERIAL				
Officials & Administrators, Public Admin.	1,459	28.3%	5,791	2.9%
Officials & Administrators, Other	49	30.6%	168	34.5%
Manufacturing	1,078	26.3%	4,383	29.9%
Retail Trade, Self-Employed	75	14.7%	362	6.4%
Retail Trade, except Self-Employed	62	72.6%	114	50.0%
Other Industries	176	28.4%	915	35.4%
Management Related Occupations	765	23.3%	2,992	24.5%
	332	34.3%	1,240	40.7%
PROFESSIONAL, SPECIALTY OCCUPATIONS				
Engineers & Natural Scientists	1,290	42.4%	5,737	49.0%
Architects	475	1.5%	912	7.7%
Engineers	9	0	106	0
Surveyors	344	0	503	6.2%
Computer, Math & Natural Scientists	5	0	28	0
Physicians, Dentists & Kindred	117	6.0%	275	14.2%
Registered Nurses, Therapists & Kindred	89	5.6%	335	3.6%
Elementary & Secondary School Teachers	367	90.7%	842	89.4%
Other Teachers, Librarians, & Counselors	498	51.4%	1,759	66.3%
Social Scientists & Urban Planners	210	43.3%	522	50.0%
Social, Recreation and Religious Workers	23	0	124	34.7%
Lawyers and Judges	98	85.7%	433	48.5%
Writers, Artists, Entertainers, Athletes	82	13.4%	311	22.5%
	148	38.5%	499	45.5%
TECHNICIANS & RELATED SUPPORT				
Health Technologists & Technicians	523	46.1%	1,359	51.9%
Licenses Practical Nurses	97	71.1%	315	86.4%
Engineering, Science & Other Technicians	105	93.3%	234	100.0%
	321	23.1%	810	24.6%
SALES OCCUPATIONS				
Supervisors, Self-Employed	1,350	44.4%	6,686	41.5%
Supervisors, excluding Self-Employed	85	15.3%	96	13.5%
Sales Representatives	167	22.8%	702	28.9%
Finance & Business Services	297	21.6%	2,387	18.3%
Commodities	161	31.7%	1,268	27.0%
Sales Workers, Retail Trade	136	9.6%	1,119	8.5%
Sales Workers, except Retail	476	71.0%	2,417	55.5%
Cashiers	86	23.3%	258	33.7%
Sales Related Occupations	232	54.7%	807	83.6%
	7	0	19	100.0%
ADMINISTRATIVE SUPPORT, INCLUD. CLERICAL				
Supervisors, Administrative Support	2,539	79.2%	8,509	81.1%
Computer Equipment Operators	65	33.9%	246	42.3%
Secretaries, Stenographers, & Typists	97	62.9%	204	74.0%
Bookkeepers	729	97.4%	2,614	99.0%
Financial Records Processing	446	98.0%	1,375	93.9%
Mail & Message Distributing Clerks	52	84.6%	211	80.1%
Material Recording, Scheduling, Distrib.	77	0	348	27.3%
Other Administrative Support	159	15.7%	732	34.0%
	914	78.0%	2,779	81.2%

MONTANA, EMPLOYED PERSONS BY DETAILED OCCUPATION AND PERCENTAGE OF WOMEN IN EACH OCCUPATION, TABLE A-25 CONT.

	SILVER BOW COUNTY		YELLOWSTONE COUNTY	
	NUMBER IN EACH OCCUP.	PERCENT FEMALE	NUMBER IN EACH OCCUP.	PERCENT FEMALE
SERVICE OCCUPATIONS				
Private Household Workers	2,750	66.0%	6,894	67.6%
Protective Service Occupations	66	100.0%	201	92.0%
Police & Firefighters	278	7.6%	492	11.2%
Guards	110	0	300	6.0%
Other Protective Service	112	9.8%	125	29.6%
Food Service	56	17.9%	67	0
Health Service	1,044	73.2%	2,975	72.1%
Cleaning & Building Service	408	91.4%	580	89.3%
Personal Service Occupations	627	51.2%	1,501	53.2%
	327	82.9%	1,145	84.0%
FARMING, FORESTRY, & FISHING				
Farm Operators & Managers	116	11.2%	1,204	11.3%
Non-Manual Farm Occupations	46	13.0%	719	10.0%
Related Agricultural Workers	42	0	375	16.5%
Forestry & Logging Occupations	14	50.0%	105	3.8%
Fishers, Hunters & Trappers	14	0	--	0
	--	0	5	0
PRECISION PRODUCTION, CRAFT AND REPAIR				
Auto Mechanics & Repairers	2,084	4.1%	6,451	5.5%
Other Mechanics & Repairers	207	0	745	1.1%
Other Mechanics & Repairers	401	5.2%	1,472	1.2%
Carpenters	122	0	895	2.7%
Other Construction Trades	541	0	1,804	3.3%
Mining & Drilling Occupations	298	2.3%	47	14.9%
Supervisors, Precision Production	112	13.4%	431	7.0%
Precision Metal Production	179	0	155	11.0%
Plant & System Operators	91	6.6%	160	3.8%
Other Precision Production Operators	133	27.8%	742	24.8%
MACHINE OPERATORS, ASSEMBLERS & INSPECTORS				
Machine Operators & Tenders	486	21.8%	1,747	22.5%
Fabricators, Assemblers, & Hand-Working Occ.	314	33.8%	1,028	33.4%
Prod.Inspect., Testers, Samplers, Weighers	123	0	636	4.9%
	49	0	83	22.9%
TRANSPORTATION & MATERIAL MOVING OPERATORS				
Motor Vehicle Operators	859	2.3%	2,806	7.9%
Transportation, except Motor Vehicles	548	3.1%	2,149	9.6%
Material Moving Equipment Operators	11	0	176	0
	200	0	481	3.5%
HANDLERS, EQUIP.CLEANERS, HELPERS, LABORERS				
Helpers	715	7.6%	2,223	14.8%
Construction Laborers	72	8.3%	120	5.0%
Freight, Stock, & Material Handlers	146	0	371	3.5%
Vehicle Washers & Equipment Cleaners	114	16.7%	593	13.8%
Miscellaneous Manual Occupations	11	0	89	15.7%
	372	7.8%	1,050	20.3%

TABLE A-26A

MONTANA, CLASS OF WORKER BY SEX AND RACE

1980

EMPLOYED PERSONS AGE 16 AND OVER	TOTAL	%	WHITE	%	BLACK	%	AMERICAN INDIAN	%	ASIAN	%
	328,316	100.0%	315,678	100.0%	461	100.0%	9,997	100.0%	974	100.0%
PRIVATE WAGE AND SALARY EMPLOYEE OF OWN CORP.	214,018 9,561	65.2% 2.9%	207,968 9,496	65.9% 3.0%	241 --	52.3% --	4,439 51	44.4% 0.5%	545 7	56.0% 0.7%
FEDERAL GOVT. WORKERS	18,390	5.6%	15,527	4.9%	96	20.8%	2,587	25.9%	69	7.1%
STATE GOVT. WORKERS	21,451	6.5%	20,475	6.5%	62	13.5%	744	7.4%	100	10.3%
LOCAL GOVT. WORKERS	31,826	9.7%	29,945	9.5%	53	11.5%	1,616	16.2%	91	9.3%
SELF-EMPLOYED WORKERS	39,816	12.1%	38,995	12.4%	9	2.0%	564	5.6%	169	17.4%
UNPAID FAMILY WORKERS	2,815	0.9%	2,768	0.9%	--	--	47	0.5%	--	--
EMPLOYED FEMALES AGE 16 AND OVER	134,784	100.0%	128,896	100.0%	188	100.0%	4,685	100.0%	456	100.0%
PRIVATE WAGE AND SALARY EMPLOYEE OF OWN CORP.	87,438 1,574	64.9% 1.2%	84,835 1,558	65.8%	93	49.5%	1,829 16	39.0% 0.3%	282 --	61.8% --
FEDERAL GOVT. WORKERS	7,671	5.7%	6,189	4.8%	38	20.2%	1,372	29.3%	25	5.5%
STATE GOVT. WORKERS	10,797	8.0%	10,211	7.9%	33	17.6%	522	11.1%	14	3.1%
LOCAL GOVT. WORKERS	18,423	13.7%	17,445	13.5%	22	11.7%	818	17.5%	58	12.7%
SELF-EMPLOYED WORKERS	8,758	6.5%	8,519	6.6%	2	1.1%	144	0.3%	77	16.9%
UNPAID FAMILY WORKERS	1,697	1.3%	1,697	1.3%	--	--	--	--	--	--

SOURCE: MONTANA 1980 CENSUS, CHAPTER C (TABLES 67 & 77)

TABLE A-26B

MONTANA, CLASS OF WORKER BY SEX AND RACE

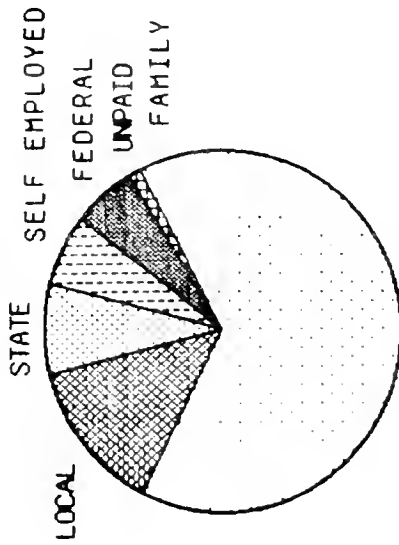
1970

	TOTAL	%	WHITE	%	BLACK	%	SPANISH LANGUAGE	%
EMPLOYED PERSONS AGE 16 AND OVER	244,608	100.0%	238,669	100.0%	443	100.0%	2,252	100.0%
PRIVATE WAGE & SALARY EMPLOYEE OF OWN CORP.	153,160	62.6%	150,075	62.9%	165	37.3%	1,639	72.8%
	4,606	1.9%	4,590	1.9%	2	0.5%	7	0.3%
FEDERAL GOVT. WORKERS	13,345	5.4%	12,118	5.1%	168	37.9%	145	6.4%
STATE GOVT. WORKERS	14,803	6.1%	14,464	6.1%	45	10.2%	74	3.2%
LOCAL GOVT. WORKERS	22,334	9.3%	21,995	9.2%	30	6.8%	184	8.2%
SELF-EMP. WORKERS	37,310	15.3%	36,910	15.5%	25	5.6%	195	8.7%
UNPAID FAMILY WORKERS	1,156	1.3%	3,107	1.3%	10	2.3%	15	0.7%
EMPLOYED FEMALES AGE 16 AND OVER	85,337	100.0%	83,209	100.0%	149	100.0%	705	100.0%
PRIVATE WAGE & SALARY EMPLOYEE OF OWN CORP.	54,519	63.9	53,499	64.3	89	59.7	524	74.3
	567	0.7	561	0.7	2	1.3	--	--
FEDERAL GOVT. WORKERS	4,162	4.9	3,665	4.4	11	7.4	16	2.3
STATE GOVT. WORKERS	5,997	7.0	5,821	7.0	21	14.1	28	4.0
LOCAL GOVT. WORKERS	12,554	14.7	12,212	14.7	14	9.4	98	13.9
SELF-EMPLOYED WORKERS	5,957	7.0	5,899	7.1	4	2.7	32	4.5
UNPAID FAMILY WORKERS	2,148	2.5	2,113	2.5	10	6.7	7	1.0
FEMALES EMPLOYED IN	TOTAL	WHITE	BLACK	SP. LANG.				
AGRICULTURE	2,653	2,556	10	8				
WAGE AND SALARY	1,048	1,008	--	--				
SELF-EMPLOYED	858	827	4	8				
UNPAID FAMILY WORKERS	747	721	6	--				

NOTE: SEE FOOTNOTE ON TABLE A-4 FOR RACE CATEGORY DIFFERENCES.

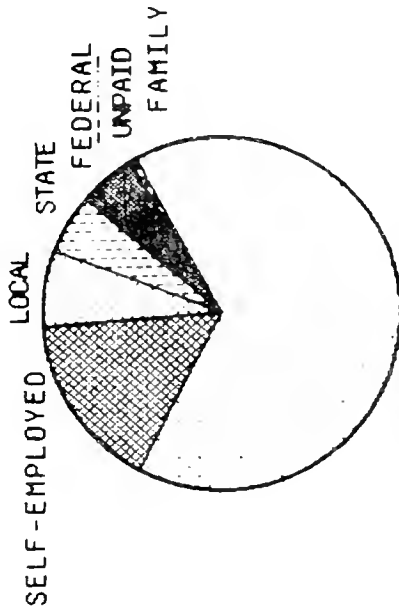
SOURCE: MONTANA 1970 CENSUS, CHAPTER C (TABLE 67); CHAPTER D (TABLE 173)

**FEMALE EMPLOYMENT BY
CLASS OF WORKER**



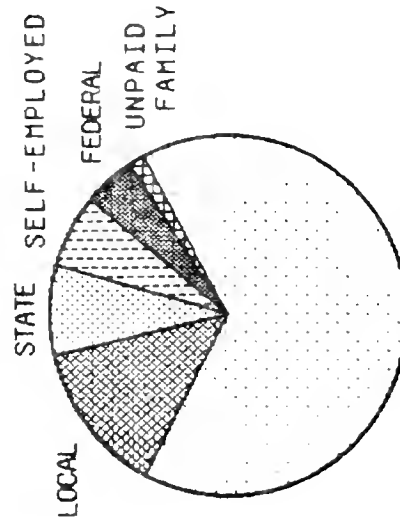
PRIVATE WAGE & SALARY

**MALE EMPLOYMENT BY
CLASS OF WORKER**



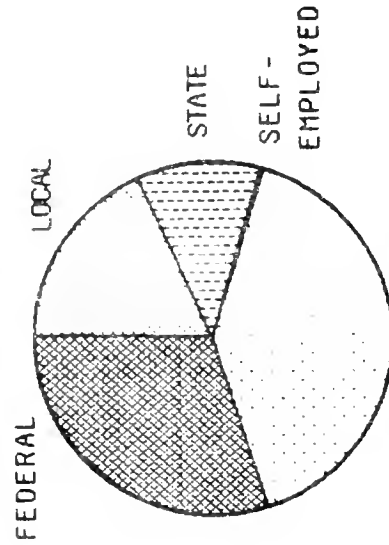
PRIVATE WAGE & SALARY

**WHITE FEMALE EMPLOYMENT BY
CLASS OF WORKER**



PRIVATE WAGE & SALARY

**AMER. INDIAN FEMALE EMPLOYMENT
BY CLASS OF WORKER**



PRIVATE WAGE & SALARY

TABLE A-27

MONTANA STATE GOVERNMENT EMPLOYMENT OF WOMEN BY CATEGORY

	1975*		1982		1983	
	Number	Percent	Number	Percent	Number	Percent
ADMINISTRATORS	76	10.9%	84	13.2%	119	16.6%
PROFESSIONALS	627	28.8%	832	32.4%	958	33.7%
TECHNICIANS	458	37.4%	859	52.7%	977	54.6%
PROTECTIVE SERVICES	16	3.0%	24	5.3%	28	5.4%
PARA PROFESSIONALS	817	60.6%	514	67.4%	593	66.6%
CLERICAL	1,948	86.7%	1,485	85.9%	1,447	86.8%
CRAFT	30	3.7%	5	1.3%	7	1.7%
SERVICE	280	28.8%	150	18.4%	126	16.6%

* Starting date of Montana's Equal Employment Opportunity (EEO) program.

Source: Personnel Division, MT Department of Administration, "Annual Report to the Governor on the Montana E.E.O. and Affirmative Action Program, for the period ending June 30, 1983".

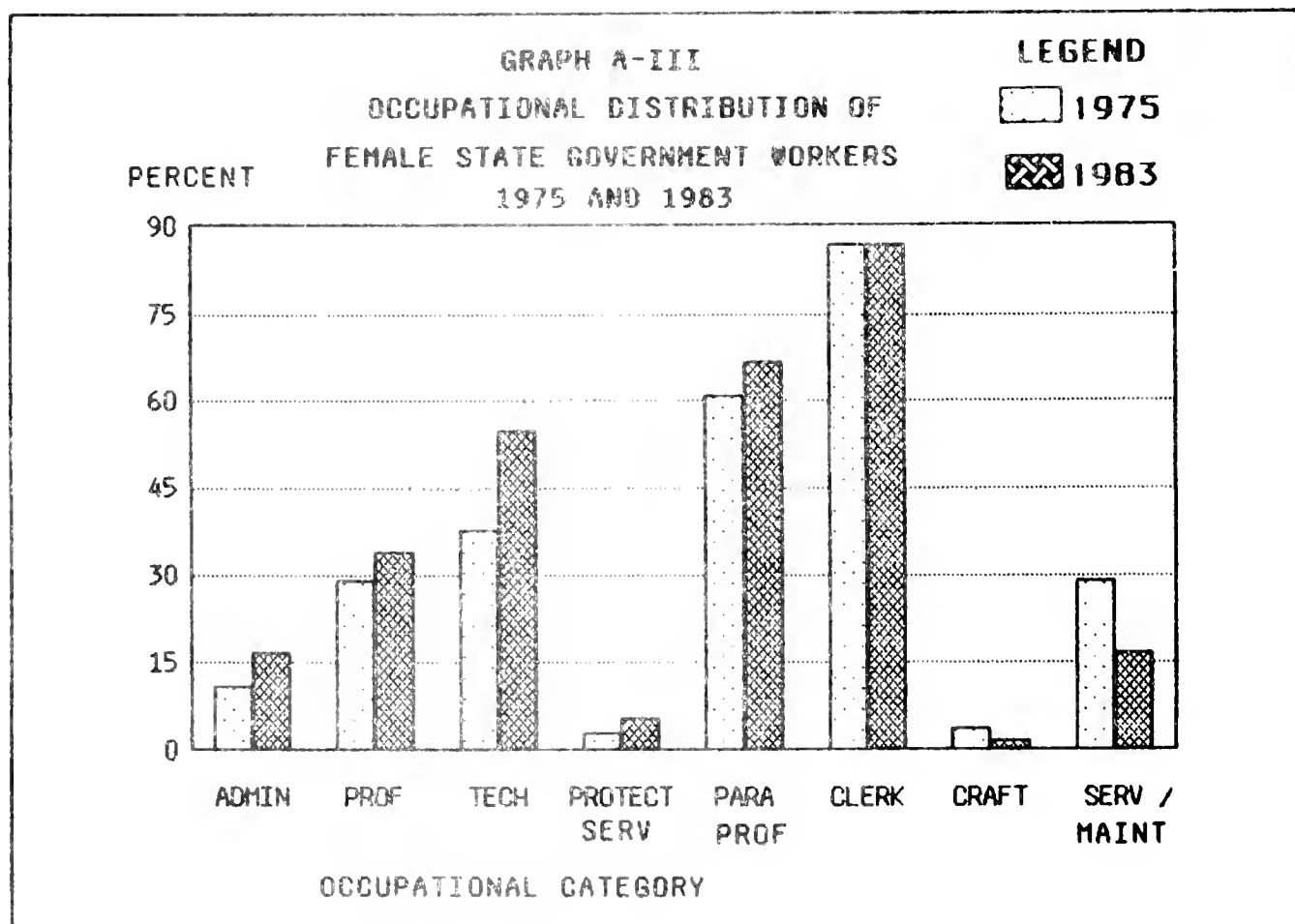


TABLE A-28

UNITED STATES
WOMEN APPRENTICES, 1973-1979

APPRENTICES			WOMEN AS
YEAR	WOMEN	TOTAL	% OF TOTAL
1979	13,343	323,866	4.1%
1978	8,997	290,224	3.1%
1977	5,777	262,586	2.2%
1976	4,334	254,968	1.7%
1975	3,198	266,477	1.2%
1974	2,619	291,049	0.9%
1973	1,986	283,774	0.7%

Source: U.S. Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training, Bulletin 80-5 and unpublished data.

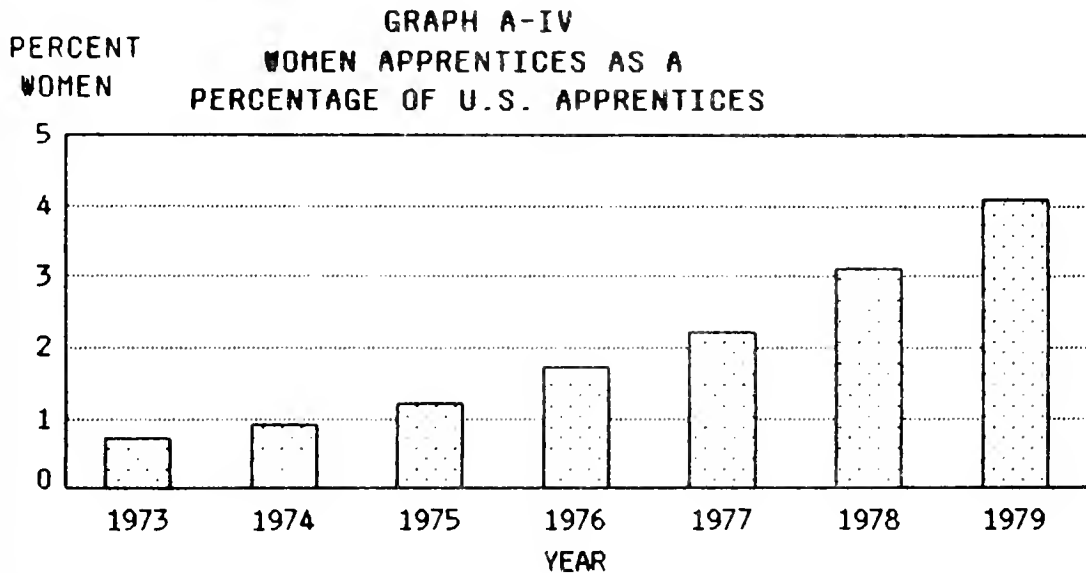


TABLE A-29

MONTANA
FEMALE AND MINORITY-FEMALE REGISTERED APPRENTICES
AS OF MARCH 27, 1984

OCCUPATION	TOTAL FEMALE	MINORITY FEMALES	OCCUPATION	TOTAL FEMALES
AUTOMOBILE MECHANIC	1		BAKER	3
BAKER	13		BOOKBINDER	1
BOILERMAKER	2	1 - AMER. INDIAN	CARPENTER	1
CABLE SPLICING TECH.	3		COOK	1
CARPENTER	8		ELECTRICIAN	1
C.O.E.* INSTALLATION TECHNICIAN	36	1 - AMER. INDIAN	MACHINIST	1
COMBINATION TECHNICIAN	2		MEAT CUTTER	2
DENTAL ASSISTANT	1		PRESSPERSON	1
DRAFTER	2		PRINTER	2
ELECTRICIAN			SHOE REPAIRER	1
(INSIDE WIREMAN)	5		TELEPHONE, COMBINATION	5
GAS FITTER OPERATOR	1	1 - SPANISH ORIGIN	TELEPHONE INSTALLER	28
HYDRO SUB-STATION OPERATOR	1		TELEPHONE LINEPERSON	13
JEWELER	1		TELEPHONE SWITCHPERSON	8
LOCAL TESTING TECHNICIAN	8		TELEPHONE TESTBOARD PERSON	14
MEAT CUTTER	8	1 - AMER. INDIAN	UPHOLSTERER	2
OPERATING ENGINEER	3		OPHTHALMIC FINISH & ASSEMBLY	1
OUTSIDE PLANT TECHNICIAN	2		TOTAL	85
PAINTER	2			
PIPEFITTER	1	1 - SPANISH ORIGIN		
PLUMBER	2			
PRINTER	1			
RESPIRATORY THERAPIST	1			
SALESPERSON, PARTS	1			
SERVICEMAN GENERAL- GAS	1			
SHOP ATTENDANT	1			
SWITCHING EQUIPMENT TECHNICIAN	1			
THERMAL GENERATION MECHANIC	2	1 - AMER. INDIAN		
THERMAL GENERATION OPERATOR	4	1 - AMER. INDIAN		
TOTAL	114	7		
TOTAL BOTH SEXES	1,108		TOTAL BOTH SEXES	1,776
FEMALES AS % OF TOTAL	10.2%		FEMALES AS % OF TOTAL	4.8%

* C.O.E.- Central Office Equipment, Telephone Company

Source: Montana Department of Labor and Industry, Apprenticeship Bureau, March 27, 1984.

SELF-EMPLOYED WOMEN AND WOMEN-OWNED BUSINESSES

Educational advancement and increased financial/credit opportunities have helped make starting one's own business an increasingly viable option for women. From 1977 to 1980, the number of female-owned sole proprietorships in the United States increased 33 percent, in relation to an 11 percent growth for those which were male-owned. The number of self-employed women rose by 10 percent from 1980 to 1982. While it is important to consider the fact that these percentage gains for women are calculated using much smaller bases than those for males, they are still definite indications of positive growth.(9)

Montana Census data list 5,957 self-employed females for 1970, and 8,758 in 1980.(TABLE A-26) This is an increase of 47.0 percent, compared with a 6.7 percent change in the same category for all employed persons. In 1980, 22 percent of persons listed as self-employed were female.

TABLE A-30 summarizes U.S. & Montana sole proprietorships by owner gender. The percentage of businesses in Montana which are female-operated (25.1%) is slightly higher than the national figure (22.0%). It is interesting to note that 1980 male-operated sole proprietorships in Montana comprise 69.1 percent of the number of businesses and are responsible for 90.0 percent of the total receipts.

The industry profile of male-operated businesses in Montana corresponds closely with the national picture, with the exception of a slightly higher percentage of agricultural and fewer service industry businesses. (GRAPH A-V)

A state to national comparison of those with female operators brings up considerable differences. As with male-operated sole-proprietorships, the variance exists primarily in the agricultural and service industries. The Montana female distribution of businesses in agricultural industries is 36.1 percent, compared to 10.1 percent in the United States; and for services, 32.6 percent as opposed to a U.S. figure of 43.5 percent. The categories of Agriculture, Wholesale and Retail Trade, and Services comprise 94 percent of female-operated sole proprietorships in Montana. (GRAPH A-V)

TABLE A-30

UNITED STATES AND MONTANA SOLE PROPRIETORSHIPS, 1980 (thousands of dollars)

SOLE PROPRIETORSHIPS, including farms	FEMALE-OPERATED	MALE-OPERATED	JOINTLY-OPERATED
UNITED STATES:			
# 12,701,597	22.0%	72.2%	5.8%
\$ 505,884,882	7.9%	89.6%	2.5%
MONTANA:			
# 84,029	25.1%	69.1%	5.8%
\$ 2,960,103	7.3%	90.0%	2.7%

Source: The State of Small Business: A Report to the President, Mar.1984

SELF-EMPLOYED WOMEN AND WOMEN-OWNED BUSINESSES, cont.

Adequate financing is essential to women starting and maintaining their own businesses. This has traditionally been a very real area of limitation for women. In or out of business, today's woman is learning the necessity of some form of established credit in her name alone.

The Small Business Administration (SBA) encourages and assists female entrepreneurs through loans and training/information programs. During Fiscal Year 1980, over 144,000 U.S. women received SBA management training and 50,000 were counseled.

TABLE A-31

MONTANA
SMALL BUSINESS ADMINISTRATION LOANS
FISCAL YEAR 1977 - MARCH 1984

	WOMEN-OWNED** BUSINESSES (WOB)	LOAN APPROVALS	WOB AS % OF APPROVALS
FYE 1977*			
DOLLARS	\$7,218,550	\$45,580,091	15.8%
NUMBERS	74	393	18.8%
FYE 1981			
DOLLARS	\$3,128,673	\$51,592,000	6.0%
NUMBERS	56	412	13.6%
FYE 1982			
DOLLARS	\$3,341,980	\$40,863,000	8.2%
NUMBERS	39	348	11.2%
FYE 1983			
DOLLARS	\$6,930,192	\$91,181,000	7.6%
NUMBERS	95	615	15.4%
6 MOS. 1984			
DOLLARS	\$2,793,476	\$34,980,325	8.0%
NUMBERS	37	384	13.0%

* FISCAL YEAR IS OCTOBER 1 THROUGH SEPTEMBER 30.

** WOMEN-OWNED BUSINESS for federal procurement purposes is a small business of at least 51 percent owned, controlled and managed by a woman or women who are United States citizens. These women must exercise the authority to make policy decisions and be actively involved in day-to-day management of the business. This is synonymous with female-operated business.

Source: U.S. Small Business Association, Helena, Montana, April 1984.

UNITED STATES AND MONTANA
SOLE PROPRIETORSHIP BUSINESSES: BUSINESS RECEIPTS AND NET INCOME
BY SEX OF PROPRIETOR AND MAJOR INDUSTRY, TAX YEAR 1980

ALL BUSINESSES

INDUSTRY	UNITED STATES			MONTANA		
	# OF BUSINESSES	ALL RECEIPTS	NET INCOME	# OF BUSINESSES	ALL RECEIPTS	NET INCOME
ALL INDUSTRIES	12,701,597	\$505,884,282	\$55,449,987	84,029	\$2,960,103	\$268,291
AG., FORESTRY & FISHING	3,279,386	181,112,780	1,279,306	32,395	883,247	57,483
MINING, CONSTR. & MFG.	1,489,280	71,248,141	9,429,488	10,287	411,615	47,340
TRANS., COMM., ELECTRIC	438,795	19,965,525	1,995,557	2,015	154,988	14,552
WHOLESALE & RETAIL TRADE	2,527,084	202,283,802	9,375,330	14,577	986,292	27,502
FINANCE, INSURANCE, & REAL ESTATE	1,048,966	21,530,768	6,614,631	4,577	85,409	29,780
SERVICES	3,918,166	89,743,865	26,755,755	20,178	438,553	91,634

MALE-OPERATED BUSINESSES

INDUSTRY	UNITED STATES			MONTANA		
	# OF BUSINESSES	RECEIPTS	NET INCOME	# OF BUSINESSES	RECEIPTS	NET INCOME
ALL INDUSTRIES	9,172,108	\$453,284,031	\$50,185,091	58,087	\$2,663,728	\$226,107
AG., FORESTRY & FISHING	2,507,955	91,750,131	1,483,897	21,522	776,608	27,648
MINING, CONSTR. & MFG.	1,381,326	67,943,813	9,189,606	9,816	399,298	47,924
TRANS., COMM., ELECTRIC	403,681	18,990,381	1,858,068	1,821	139,688	13,288
WHOLESALE & RETAIL TRADE	1,579,381	179,362,606	8,942,783	8,078	901,331	32,102
FINANCE, INSURANCE, & REAL ESTATE	663,799	17,938,319	5,132,976	3,758	79,884	27,449
SERVICES	2,635,972	77,699,430	23,427,761	13,092	366,919	77,697

FEMALE-OPERATED BUSINESSES

INDUSTRY	UNITED STATES			MONTANA		
	# OF BUSINESSES	RECEIPTS	NET INCOME	# OF BUSINESSES	RECEIPTS	NET INCOME
ALL INDUSTRIES	2,787,038	\$40,074,250	\$6,195,599	21,122	\$216,534	\$39,626
AG., FORESTRY & FISHING	282,609	3,931,960	599,169	7,623	73,569	23,240
MINING, CONSTR. & MFG.	84,221	1,077,300	192,474	360	10,472	-114
TRANS., COMM., ELECTRIC	27,696	638,144	47,969	147	9,798	1,404
WHOLESALE & RETAIL TRADE	824,771	18,937,581	533,617	5,344	55,437	-886
FINANCE, INSURANCE, & REAL ESTATE	354,801	3,640,416	1,490,863	762	5,016	2,255
SERVICES	1,212,940	10,888,846	3,331,505	6,886	62,251	13,728

MALE & FEMALE JOINTLY OPERATED BUSINESSES

INDUSTRY	UNITED STATES			MONTANA		
	# OF BUSINESSES	RECEIPTS	NET INCOME	# OF BUSINESSES	RECEIPTS	NET INCOME
ALL INDUSTRIES	742,451	\$12,516,550	\$-850,703	4,820	\$79,841	\$2,558
AG., FORESTRY & FISHING	488,742	5,440,690	-803,760	3,252	33,078	6,595
MINING, CONSTR. & MFG.	23,739	1,327,025	47,327	111	1,846	-469
TRANS., COMM., ELECTRIC	7,418	277,801	-13,483	47	5,501	-140
WHOLESALE & RETAIL TRADE	122,932	3,984,215	-101,071	1,155	29,523	-3,714
FINANCE, INSURANCE, & REAL ESTATE	38,366	352,932	20,792	57	549	76
SERVICES	69,254	1,155,587	-3,511	208	9,384	209

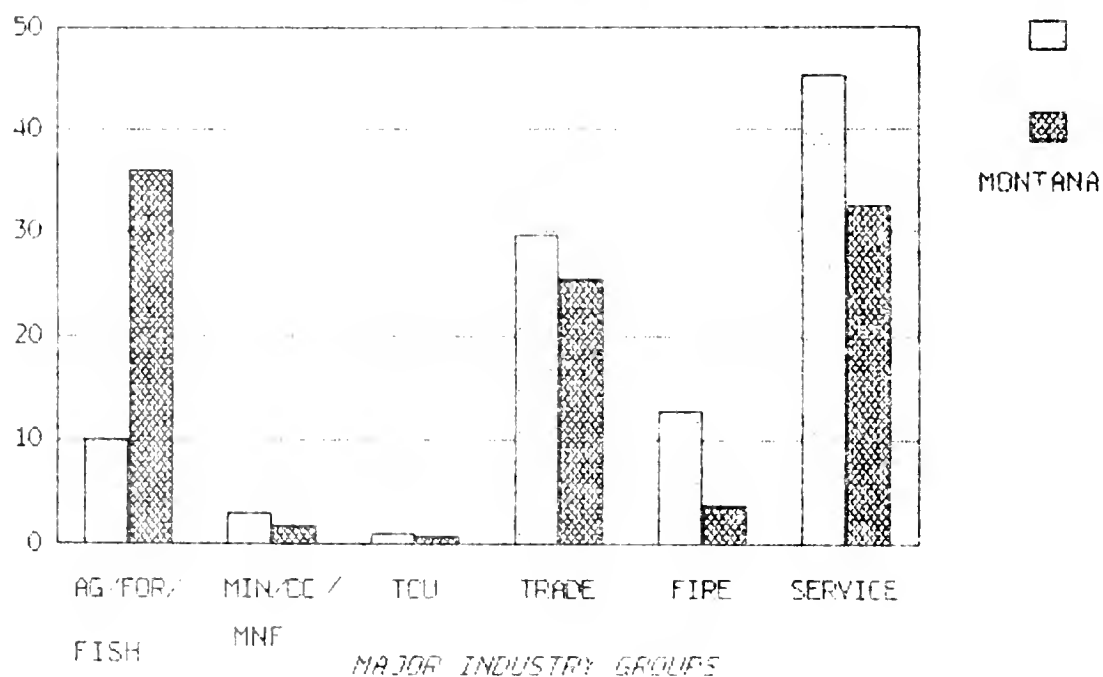
Source: Internal Revenue Service, Returns Analysis Section, Table K-3 (Figures are estimates based on samples; money amounts are in thousands).

FEMALE OPERATED BUSINESSES

PERCENT

UNITED STATES AND MONTANA

1980

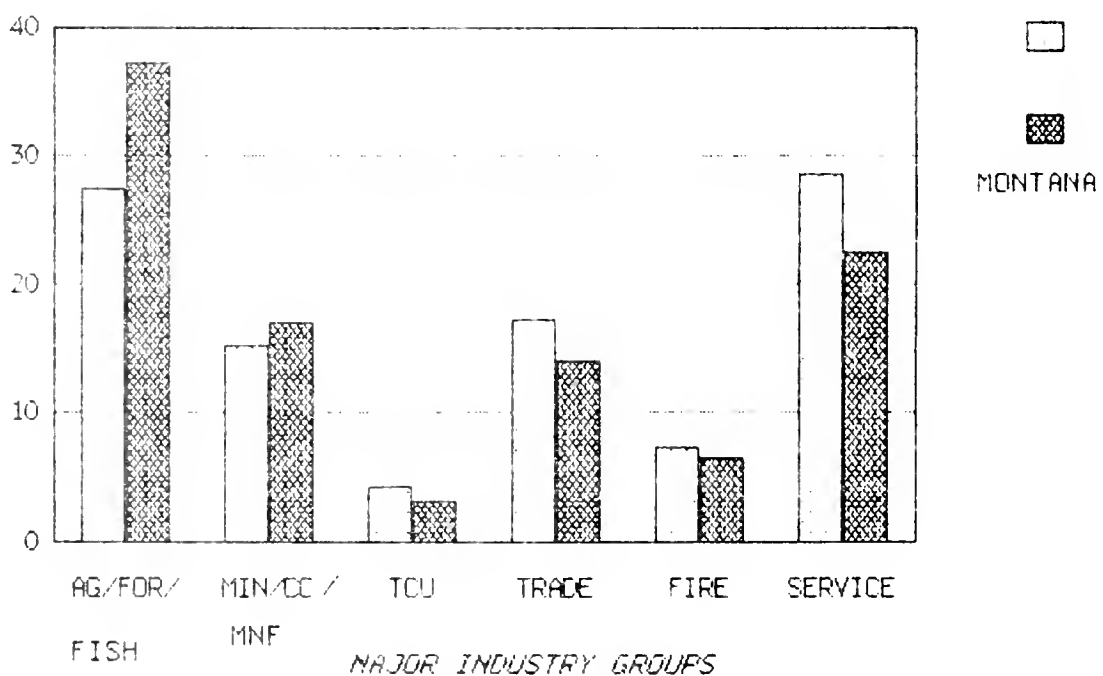


MALE OPERATED BUSINESSES

PERCENT

UNITED STATES AND MONTANA

1980



AGRICULTURE

The Bureau of Labor Statistics reports a total of 3.3 million people in the United States employed in agricultural industries in 1983, with 20.1 percent of those being female. The percentage of female farm workers has risen as the total number of agricultural workers has decreased over the past 35 years. (TABLE A-33)

It is difficult to get a complete picture of females as a part of agriculture. According to the 1980 National Farm Survey data, 55 percent of farm women label themselves farm operators.(10) However, the 1979 income tax returns showed their self-classifications as 60 percent wives, mothers, or homemakers, 5 percent as farm wives, 31 percent as off-farm occupations, and only 4 percent as farmers or ranchers. Those who listed themselves as farmers tended to be unmarried (including more widows), older, and better educated. A majority of those surveyed (60%) said they could operate the farm alone if something happened to their husbands.

Montana women are an important economic asset in the field of agriculture. There is no single information source which gives a full picture of female agricultural participation in the state. Agriculture, Forestry, and Fisheries industry totals from the 1980 Census show 28,461 employed males and 5,852 females employed in that category. When compared to the total employed in all occupations in 1980, farm occupations made up 12.1 percent for men and 2.8 percent for women.

A look at farm occupations by class of worker from 1970 and 1980 Census data tells us there were 2,018 women employed in farm occupations in 1970, compared with 26,404 men. In 1980, there were 3,782 women and 23,363 men.(TABLE A-34) It is worthy of note that the proportion of those classified as unpaid family workers dropped from 33.7 percent of farm workers to 14.2 percent during the 1970-80 period. In the U.S. the number of unpaid farm laborers, of whom 2 of 3 are women, dropped by 170,000 from 1972 to 1980.(11) This happened in response to a decline in the total number of farms and because of the movement of women into paid nonagricultural jobs.

The 1983 Current Population Survey (CPS) estimates show the total Montanans over age 16 employed in agricultural-related industries as 37,700, with 8,800 or 23.3 percent being women. The marital status distribution of female agricultural workers in the state, including unpaid family workers, is as follows:

-- Married, spouse present	65.5%
-- Single, never married	19.4%
-- Other marital status (incl. divorced, widowed, and separated)	9.7%
-- Head with other relatives	5.4%

According to the Department of Commerce Census of Agriculture, an estimated 1,284 women operated Montana farms in 1982. (TABLE A-35) For farm operations where both husband and wife participate, the parties involved chose who would be designated as the operator. Because a majority of Montana farms are family enterprises in which the husband is likely to be considered the head, this count of female farm operators is perhaps a better reflection of women who are solely in charge of a farm.

A woman's contribution to an agricultural business is often crucial to family farm survival. Although her major responsibility may be home and child care, the farm woman is involved in nearly half of all farm tasks. Her duties may include plowing, fertilizing, harvesting, animal care, running errands, bookkeeping, supervision of labor, and the raising and preserving of food for the family.

Approximately 46 percent of these women are also employed off the farm. As shown by GRAPH A-VI most of these women work for financial reasons. Their income is often necessary for continuation of the family farming business. An Oklahoma study indicated that many of those paid off-farm laborers sought jobs flexible enough to allow maintenance of their farm responsibilities during summer months or on days off.(12) The National Farm Women Survey indicates that those women engaged in off-farm employment report performance of farm tasks on a regular basis in percentages almost equal to women not employed off the farm. This means a multiplicity of roles for the farm wife, as she performs the tasks involved in being a farmer, wife and mother, and off-farm employee.

The Jones-Webb/Nickols study in Oklahoma gives us a qualitative look at farm women. It outlines the characteristics of contemporary young farm women in ten summary statements.

- "1. They're responsible for and perform most of the tasks in home production, emotional support, and community involvement for their families.
2. They and their husbands share child care responsibilities.
3. They're consistent, dependable helpers with farm tasks that can't be efficiently handled by one person and are content with their level of responsibility in these tasks.
4. They're often responsible for an off-farm income that provides a cash flow for the household and family farm operation to continue.
5. They're knowledgeable in most areas of family financial planning: farm debt management, estate planning, retirement accounts, insurance policies, and household properties.
6. They're worried about the present economic situation of their family farms, but remain optimistic about farming in the future.
7. They perceive themselves as a necessary part of the farming operation, as a helper and support person.
8. If farm women could no longer perform their roles, they expect that extended and nuclear family members would assume their responsibilities.
9. They prefer the farming lifestyle over all others.
10. They have a complicated work-family role system composed of a family role and a dual work role. An effective management strategy for combining their triad of roles is for farm women to rely heavily on extended family networks." (13)

TABLE A-33

UNITED STATES
 PERSONS EMPLOYED IN AGRICULTURAL INDUSTRIES
 ANNUAL AVERAGES 1948-1983
 (# in thousands)

YEAR	TOTAL 16 YRS. & OVER	FEMALES, 16YRS.&OVER NUMBER	PERCENT
1983*	2,950	587	19.9%
1982*	3,011	561	18.6%
1981	3,368	667	19.8%
1980	3,364	656	19.5%
1979	3,347	661	19.7%
1978	3,387	669	19.8%
1977	3,283	612	18.6%
1976	3,331	588	17.7%
1975	3,408	584	17.1%
1974	3,515	596	17.0%
1973	3,470	622	17.9%
1972	3,484	635	18.2%
1971	3,394	599	17.7%
1970	3,463	601	17.4%
1969	3,606	643	17.8%
1968	3,817	660	17.3%
1967	3,844	680	17.7%
1966	3,979	736	18.5%
1965	4,361	814	18.7%
1964	4,523	832	18.4%
1963	4,687	878	18.7%
1962	4,944	875	17.7%
1961	5,200	902	17.4%
1960	5,458	986	18.1%
1959	5,565	1,033	18.6%
1958	5,586	990	17.7%
1957	5,947	1,123	18.9%
1956	6,283	1,244	19.8%
1955	6,450	1,184	18.4%
1954	6,205	1,006	16.2%
1953	6,260	1,006	16.1%
1952	6,500	1,111	17.1%
1951	6,726	1,193	17.7%
1950	7,160	1,159	16.2%
1949	7,658	1,315	17.1%
1948	7,629	1,271	16.7%

* 1982 and 1983 figures are for the month of December, not seasonally adjusted.

Source: 1948-1981 U.S. Department of Labor, Bureau of Labor Statistics, "Labor Force Statistics Derived From the Current Population Survey: A Databook, Vol.1, September 1982.
 1982 and 1983 U.S. Dept. of Labor, "Employment and Earnings", January 1984.

TABLE A-34

MONTANA
NUMBER EMPLOYED IN FARM OCCUPATIONS
BY SEX AND CLASS OF WORKER, 1970 AND 1980
Persons age 16 and over

	TOTAL EMPLOYED	PRIVATE WAGE & SALARY	GOVT.	SELF- EMP.	UNPAID FAMILY WORKERS
1980					
MALES, TOTAL	23,363	11,055	1,140	13,004	711
FARM OPERATORS & MANAGERS	16,284	3,505	939	12,771	--
FARM OCCUPATIONS, EXCEPT MGR.	8,132	7,162	8	73	704
RELATED AGRICULTURAL OCCUP.	947	388	193	160	7
FEMALES, TOTAL	3,782	1,730	75	1,439	538
FARM OPERATORS & MANAGERS	1,572	209	3	1,360	--
FARM OCCUPATIONS, EXCEPT MGR.	1,927	1,337	22	30	538
RELATED AGRICULTURAL OCCUP.	283	184	50	49	--
1970					
MALES, TOTAL	26,404	9,109	127	16,363	805
FARMERS & FARM MANAGERS	17,965	1,613	10	16,327	15
FARM LABORERS & FARM WORKERS	8,439	7,496	117	36	790
FEMALES, TOTAL	2,018	494	37	807	680
FARMERS & FARM MANAGERS	856	49	--	807	--
FARM LABORERS & FARM WORKERS	1,162	445	37	--	680

Source: Montana Census, Chapter D, 1970 and 1980.

TABLE A-35

MONTANA
1982 vs. 1978 AGRICULTURAL COMPARISONS

	1982	1978
	-----	-----
NUMBER ALL FARMS	23,568	23,565
FARMS TYPES BY ORGANIZATION		
INDIVIDUAL OR FAMILY	18,840	19,042
PARTNERSHIP	2,099	2,305
CORPORATION- FAMILY HELD	2,240	1,919
OTHER THAN FAMILY	96	93
OPERATORS BY PRINCIPAL OCCUPATION AND RESIDENCE		
FARMING	16,893	16,855
RES. ON FARM OPERATED	13,063	13,076
RES. NOT ON FARM OPERATED	2,047	2,109
OTHER THAN FARMING	6,675	6,710
RES. ON FARM OPERATED	4,333	4,347
RES. NOT ON FARM OPERATED	1,661	1,661
FEMALE OPERATORS	1,284	1,161
% OF ALL FARMS	5.5%	4.9%
LAND IN FARMS, ACRES	2,401,774	2,626,166

DEFINITIONS-

FARM: In determining the number of farms, survey questionnaires were mailed to all individuals, businesses, and organizations which could be readily identified as being associated with agriculture. These were drawn from the 1974 Census of Agriculture listings, based on Department of Agriculture and Internal Revenue Service sources.

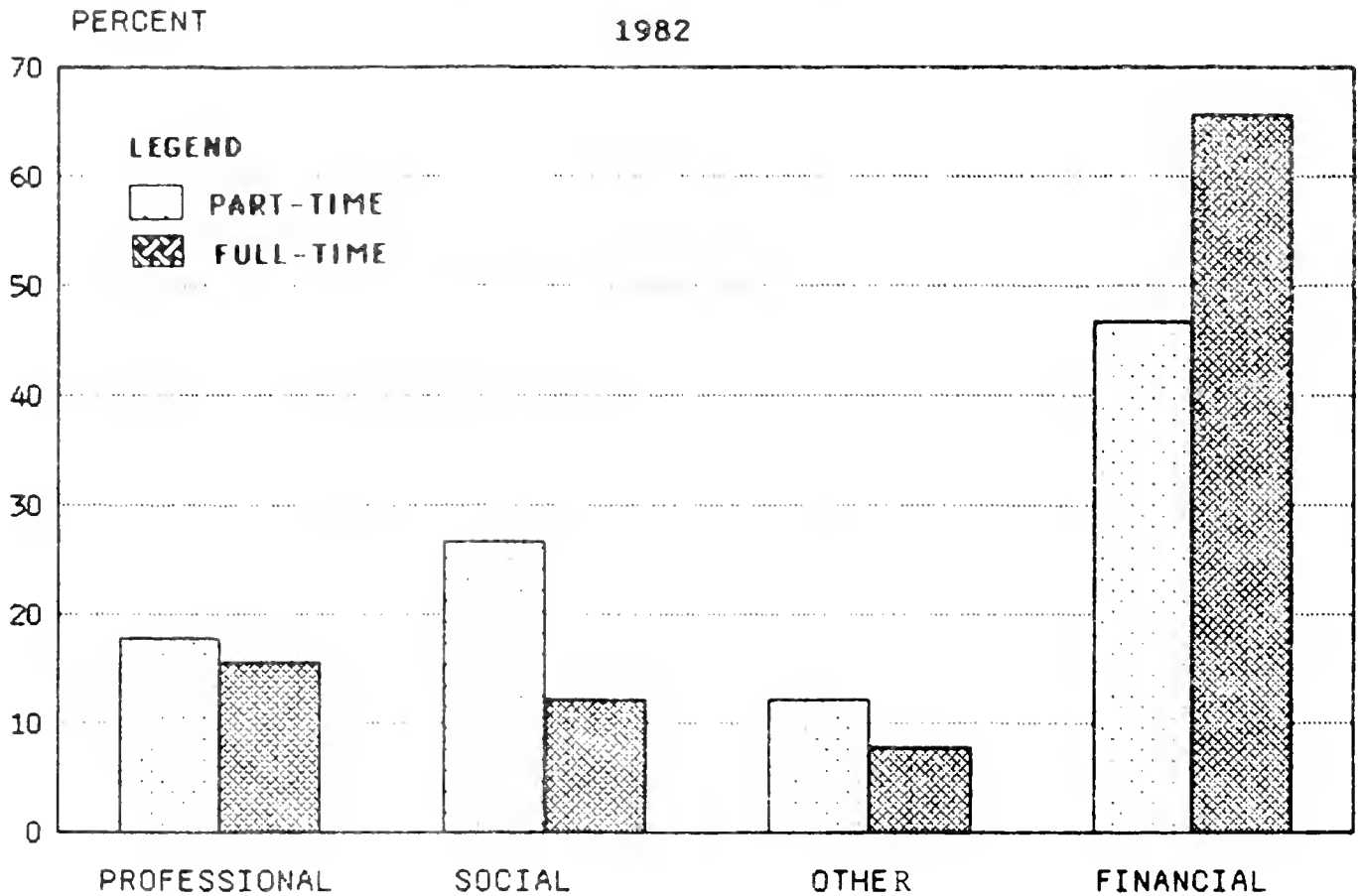
OPERATOR: The term "operator" designates a person who operates a farm, either doing the work or making day to day decisions about such things as planting, harvesting, marketing, etc. The operator may be the owner, a member of the owner's household, a salaried manager, a tenant, a renter, or a sharecropper. For farm operations where both husband and wife participated, the designation was determined by the parties involved.

Source: Montana Department of Commerce, 1982 Census of Agriculture.

GRAPH A-VI

REASONS FOR WOMEN'S OFF-FARM EMPLOYMENT

PART-TIME AND FULL-TIME



SOURCE: U.S. DEPARTMENT OF AGRICULTURE, 1982
HANDBOOK OF AGRICULTURAL CHARTS

CHILDCARE

The availability of reliable, quality childcare is an important employment issue. In March 1984 an estimated 32.7 million U.S. children had mothers who were working or seeking work. In 1940, 8.6% of mothers with children under age 18 were working, in 1970 the number had grown to 40 percent, and by 1982, 59 percent of mothers with minor children were in the labor force. (14) (TABLE A-36 gives the labor force status of women with preschool children.)

Information concerning where and how these children are cared for while mom works is sparse. TABLE A-37 presents a look at childcare arrangements used by women whose youngest child was under age 5. Women employed full-time were most likely to use childcare provided in another's home, while for part-time workers the father often provided care at home. Estimations of the number of school-age children who are responsible for themselves and/or younger siblings during out-of-school hours range from 2 to 6 million.

In 1980 there were 230,894 persons under age 18 in Montana households, many of whose parents are in the labor force. Of those children under age 18 in Montana, 81.1% are in married couple families, 10.4% have a female householder with no husband present, 2.0% have a male householder with no wife present, and 6.4% live with other relatives or non-relatives, are a spouse or householder, or are inmates of institutions or group quarters. There are 76,416 children under the age of six in Montana. There are 43,733 females in Montana in the labor force with children under six. In addition, 19,952 of the 207,525 families in Montana were headed by a female (no spouse present). Of those families headed by a female, 3031 or 15.2% had children under age six and were in the labor force. Also, of the 207,525 families, 86,670 were married couple families where the wife was in the labor force. Those with their own children under six were 19,935 or 23.0% of married couple families with the wife in the labor force.

Approximately 7,000 licensed daycare facilities existed in Montana as of January 1984. For the state, as well as for the nation, there is no reliable count of children receiving daycare or those in need of it. Yet, studies have indicated quality daycare has far-reaching results on the future of our children. Dr. Burton White, noted child psychologist, conducted research at Harvard University which established that intellectual stimulation provided before 2 years of age has a strong, positive influence on intellectual capacity (15). Therefore, it is critical that preschool settings also provide intellectual stimulation. The Montana Association for the Education of Young Children believes the following criteria are important in a preschool setting:

- PHYSICAL ENVIRONMENT: The indoor and outdoor physical environment fosters optimal growth and development through opportunities for exploration and learning.
- HEALTH AND SAFETY: The health and safety of children and adults are protected and enhanced.
- ADMINISTRATION: The program is efficiently and effectively administered with attention to the needs and desires of children, parents and staff.

CHILDCARE, cont.

- STAFF QUALIFICATIONS AND DEVELOPMENT: The program is staffed by adults who understand child development and who recognize and provide for children's needs.
- CURRICULUM: The curriculum encourages children to be actively involved in the learning process, to experience a variety of developmentally appropriate activities and materials, and to pursue their own interests in the context of life in the community and in the world.
- EVALUATION: Systematic assessment of the effectiveness of the program in meeting its goals for children, parents and staff is conducted to ensure that quality care and education are provided and maintained (15).

In the National Survey of Working Women, which gathered responses from over 80,000 employed women, one-third of those with dependent children reported that childcare was a problem. One problem is the expense involved. The average cost of daycare for two children is \$5,000 annually, while women working full-time in 1980 had average annual earnings of \$11,197. (16) Middle-income families take a total of \$2 billion a year in childcare tax allowances, but these allowances are of no use to the single mother who often does not earn enough to pay federal taxes. (17)

A June 1982 CPS study shows 25.7 percent of married mothers and 34.7 percent of mothers of other marital statuses who were not in the labor force, would seek employment if childcare were available at a reasonable cost. Often it is those women who are most in need of employment who find that a lack of satisfactory, affordable childcare keeps them out of the labor force. A welfare mother's AFDC payments are stopped when she finds employment, even though her wages may be too low to pay for proper childcare.

Options have been proposed and implemented in an attempt to deal with the childcare problem. One such solution is employer-sponsored childcare. Employers who provide some form of childcare benefits have found that:

- job turnover was reduced by 57%,
- absenteeism was reduced by 72%,
- work attitudes improved by 55%,
- and publicity increased by 60% (18).

Extended school daycare has been used successfully in some districts, where the school offers such programs as art, physical education, and outside activities until 6 p.m.

TABLE A-36

UNITED STATES
LABOR FORCE STATUS OF WOMEN AGE 18-44
WITH YOUNGEST CHILD UNDER 5 YRS. OLD
JUNE 1977 AND JUNE 1982

YEAR & LABOR FORCE STATUS	TOTAL
1982	
number	12,486,000
percent	100.0%
IN LABOR FORCE	48.2%
employed	40.8%
unemployed	7.4%
NOT IN LABOR FORCE	51.8%
1977	
number	11,593,000
percent	100.0%
IN LABOR FORCE	40.6%
employed	35.0%
unemployed	5.6%
NOT IN LABOR FORCE	59.4%

TABLE A-37

UNITED STATES
% DISTRIBUTION OF PRINCIPAL TYPE OF CHILD CARE ARRANGEMENTS USED BY
MOTHERS 18-44 YRS. FOR THEIR YOUNGEST CHILD UNDER 5 YRS.
BY EMPLOYMENT STATUS, JUNE 1982

	TOTAL EMPLOYED	EMPLOYED FULL-TIME	EMPLOYED PART-TIME
NUMBER OF MOTHERS	5,086,000	3,263,000	1,824,000
PERCENT	100.0%	100.0%	100.0%
CARE IN CHILD'S HOME	30.6%	25.7%	39.3%
by father	13.9%	10.3%	20.3%
by other relative	11.2%	10.3%	12.7%
by non-relative	5.5%	5.1%	6.3%
CARE IN ANOTHER HOME	40.2%	43.8%	34.0%
by relative	18.2%	19.7%	15.6%
by non-relative	22.0%	24.1%	18.4%
GROUP CARE CENTER	14.8%	18.8%	7.5%
MOTHER CARES FOR CHILD WHILE WORKING	9.1%	6.2%	14.4%
OTHER ARRANGEMENTS	0.2%	0.3%	0.1%
DON'T KNOW OR NO ANSWER	5.1%	5.3%	4.7%

Source: (both Tables) "Child-care Arrangements of Working Mothers,
U.S. Department of Commerce, Bureau of the Census, CPS Reports, Special
Studies Series P-23, No. 129.

ARMED FORCES/VETERANS

The past 20 years have witnessed tremendous growth in female military enlistment. In 1962, U.S military women were outnumbered by men 70 to 1. By 1972 there existed a 43 to 1 ratio, and in 1982 the male-to female ratio of resident military personnel had declined to 11 to 1. Three factors encouraged this growth: the 1973 change to an all-volunteer military, increased recruitment for both sexes, and the general movement into the labor force by women. Each branch of the military imposes limits on the number of women. For example, in 1982 the Army had a set limit of 70,000, but had an actual enrollment of 64,300 women. The actual female enrollment was 9.6% of all enlisted members of the Army in 1982.

Women are proportionately best represented in the Air Force and have the least representation in the Marine Corps where men outnumber them 22 to 1. United States female military distribution is divided among the services as follows:

-- Army	40%
-- Air Force	33%
-- Navy	23%
-- Marines	5%

On the whole, women constitute about 9 percent of total enlistees and, as of 1982, 9.2 percent of all officers are female. There are differences in the percentage of female officers when specific services are examined. In the Air Force 10.2 percent of officers are female, while the total is 3.1 percent in the Marine Corps.(19)

Montana 1980 Census figures list 3,958 men and 324 women as members of the Armed Forces. This Montana female representation of 7.6 percent is below the national number of 9 percent.

Veterans

As of March 31, 1983 there were an estimated 1,150,000 female veterans living in the United States and Puerto Rico.(20) This total is 4.1 percent of all veterans in civilian life.

Of that 1,150,000, slightly over one-third served during peacetime only, which is a proportion twice as large as that of the male veteran population. Sixteen percent of female veterans served during the post-Vietnam era compared to 5 percent of men. The breakdown of U.S. women who are veterans of wartime military by time of service is:

World War I	11,000
World War II	384,000
Korean Conflict	96,000
Vietnam Era	249,000
TOTAL	740,000

The median age for veterans indicates little difference between the sexes (51.4 years for male veterans, 51.9 for females). A specific age breakdown reveals a noticeably larger share of female veterans on both extremes of the age scale. Twenty-eight percent of female veterans are under age 35 compared to 16 percent of males. Twenty percent of female veterans are age 65 and over compared to 14 percent of males.

ARMED FORCES/VETERANS cont.

Tables A-39 and A-40 deal with the Montana veteran population. Of the total veteran count as of the 1980 Census, 3.7 percent were female, compared to 4.1 percent nationally. The distribution of war versus peacetime vets for Montana women in 1983 is close to that for the United States.

When comparing veteran age groups, Montana distribution differs from the national picture.* A 1980 Census veteran age breakdown shows the following distribution:

	WOMEN	MEN
16-39 years	34.7%	46.4%
40-59 years	42.1%	34.0%
60 yrs.& over	23.3%	19.6%

The number of female veterans is predicted to rise to 1,268,000 in the U.S. and to reach 5,300 in Montana by the year 2000. It is of increasing importance to be aware of the needs of these women, especially the elderly segment of that population.

PROJECTED NUMBER OF FEMALE VETS LIVING IN MONTANA

actual total	1983	4,300
projected	1985	4,500
	1990	4,800
	1995	5,100
	2000	5,300

*Note: The age groupings used by the Census do not correspond exactly to those used in the U.S. age group discussion.

TABLE A-38

UNITED STATES
MEMBERS OF THE ARMED FORCES BY SEX
ANNUAL AVERAGES 1948-1981
(# in thousands)

YEAR	TOTAL, 16YRS.&OVER	FEMALES, 16 YRS. & OVER	
		NUMBER	% OF TOTAL
1948	1,456	15	1.0%
1949	1,616	18	1.1%
1950	1,649	23	1.4%
1951	3,098	37	1.2%
1952	3,593	46	1.3%
1953	3,547	47	1.3%
1954	3,350	40	1.2%
1955	3,048	36	1.2%
1956	2,826	34	1.2%
1957	2,799	33	1.2%
1958	2,636	32	1.2%
1959	2,551	32	1.3%
1960	2,514	32	1.3%
1961	2,572	33	1.3%
1962	2,827	33	1.2%
1963	2,737	32	1.2%
1964	2,738	31	1.1%
1965	2,722	32	1.2%
1966	3,122	34	1.1%
1967	3,446	35	1.0%
1968	3,534	38	1.1%
1969	3,506	39	1.1%
1970	3,188	39	1.2%
1971	2,816	41	1.5%
1972	2,449	43	1.8%
1973	2,326	51	2.2%
1974	2,229	66	3.0%
1975	2,180	89	4.1%
1976	2,144	106	4.9%
1977	2,133	115	5.4%
1978	2,117	125	5.9%
1979	2,088	139	6.7%
1980	2,102	159	7.7%
1981	2,142	178	8.3%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Labor Force Statistics Derived From the Current Population Survey: A Databook, Vol.1, September 1982.

TABLE A-39

MONTANA
NUMBER OF VETERANS BY SEX, AGE, AND RACE, 1980

Veterans	16&over	16-29yrs.	30-39yrs.	40-49yrs.	50-59yrs.	60-69yrs.	70&over
Total							
male	104,524	10,621	24,914	21,504	26,952	14,982	5,551
female	4,066	868	842	484	926	622	324
White							
male	100,544	9,941	23,679	20,697	26,117	14,631	5,479
female	3,904	802	820	462	902	609	309
Black							
male	212	53	60	39	40	20	-
female	18	-	-	-	11	11	7
Amer. Indian, Eskimo, & Aleut							
male	3,387	581	1,067	656	711	321	51
female	118	42	22	22	24	-	8
Asian & Pacific Islander							
male	134	14	33	27	41	-	19
female	-	-	-	-	-	-	-
Spanish Origin							
male	849	236	202	232	161	70	13
female	65	29	6	16	-	14	-

Source: Montana Census 1980. Chapter D.

TABLE A-40

MONTANA
FEMALE VETERANS
MARCH 31, 1983

TOTAL VETERANS	4,300		
Wartime Veterans	3,000	Peacetime Veterans	1,300
Vietnam Era	1,100	Post-Vietnam Era	700
Korean Conflict	400	Between Korean Conflict	500
World War II	1,500	and Vietnam	
World War I	*	Other peacetime	200

*less than 50

Note: Totals may not add due to rounding.

Source: "The Female Veteran Population", Veterans Administration, Office of Reports and Statistics, November, 1983.

FOOTNOTES FOR LABOR FORCE CHARACTERISTICS

- (1) "The lasting changes brought by women workers", *Business Week*, March 15, 1982, p.4.
- (2) *Women and Work*, by Veronica Nieva and Barbara Gutek, Praeger Publ., New York, . 1981, p. 49.
- (3) "Beyond Nine to Five" by Victoria Horstmann, *Working Woman* Vol.7: 97-8, May 1982.
- (4) *The Complete Guide to Job Sharing*, by Patricia Lee, Walker & Co., New York, 1983, p.93.
- (5) *Determinants of Female Reentrant Unemployment*, by Ethel B. Jones, Kalamazoo, Michigan, The Upjohn Institute for Employment Research, 1983.
- (6) Carol Boyd Leon, "Occupational Winners and Losers: Who They Were During 1972-80", *Monthly Labor Review*, June 1982, p.19.
- (7) William Brelly and James Baron, "A Women's Place is With Other Women: Sex Segregation in the Workplace" (paper prepared for the National Research Council's Workshop on Job Segregation by Sex, May 24-25, 1982, Washington, D.C.)
- (8) Veronica Nieva and Barbara Gutek, *Women and Work*, Praeger Publishers New York, 1981, p.49.
- (9) "State of Small Business: A Report to the President", March 1984.
- (10) 1980 National Farm Women Survey, National Opinion Research Center, Chicago, Illinois.
- (11) Carol Boyd Leon, "Occupational Winners and Losers: Who They Were During 1972-80", *Monthly Labor Review*, June 1982, p.27.
- (12) Jeanette Jones-Webb and Sharon Y. Nickols, "Programming for Modern Farm Women", *Journal of Extension*, May/June 1984.
- (13) Jones-Webb and Nickols, p.18,19.
- (14) "Employers and Childcare: Establishing Services Through the Workplace", U.S. Department of Labor, Office of the Secretary, Women's Bureau, August 1982, p.1.
- (15) Position Paper on Preschool Licensing, by Jane Lopp and Margaret Briggs, September 30, 1984.
- (16) "Child Care", California Commission on the Status of Women, October 1983, p.1.
- (17) Economics Opportunity Report, "Conference Report: Poverty, a Harsh Reality for Families Headed by Women", June 18, 1984.
- (18) "Child Care", California Commission on the Status of Women, October 1983, p.1.
- (19) "Working for Uncle Sam", *Monthly Labor Review*, July 1984, pp.4,5.
- (20) "The Female Veteran Population", Veterans Administration, Office of Reports and Statistics, November 1983.

SECTION B
INCOME

WAGEGAP

On a national scale the female/male earnings ratio has changed little since 1955. As shown by TABLE B-5, women's median yearly earnings as a percentage of men's has continued to hover near 60 percent. Montana Census figures are even lower.

MONTANA			
Median Income of Persons With Earnings Who Worked 50-52 Wks.			
	Women	Men	Ratio
1970 (ages 14 & over)	\$3,929	\$ 7,521	52.2%
1980 (ages 15 & over)	\$7,915	\$15,665	50.5%
1980 (ages 15+ & 35+ hrs/wk)	\$8,890	\$16,020	55.5%

A look at weekly wages places U.S. earnings at a median of \$371 for men and \$241 (65.0%) for women. For Montanan's age 18 and over, weekly earnings were \$339 for men and \$196 (57.8%) for women in 1980. The lower wagegap seen when examining weekly rather than annual earnings may be due to the fact that median annual income includes part-time workers (those working less than 35 hours per week). Only 9.6% of males with earnings work 34 hours or less per week, while 33.8% of females with earnings work 34 or less hours per week. Also, median annual earnings are based on persons 15 years of age and older, while weekly earnings include those 18 and over.

Income and earnings differences between men and women remain a topic of considerable study and discussion. Characteristics such as age, education, occupation, work experience and job tenure, and hours worked are measured and compared in order to explain the discrepancy. Although there is some agreement concerning the major factors involved in the wagegap, conclusions about the weight given to each factor and the amount of interaction between them varies from explaining little or none of the difference to accounting for as high as 71 percent. (1)

Results of a recent study using Bureau of Labor Statistics earnings data estimated the amount the sex-earnings ratio would change if women were distributed in employment according to the pattern for males.

	Female/male ratio weekly earnings 1982	percentage point change
Actual	65.0%	--
Redistributed by:		
AGE	65.5%	0.5
YRS. OF SCHOOL	64.3%	0.7
(age 25 & over)		
OCCUPATION	70.1%	5.1
INDUSTRY	67.9%	2.9
HOURS WORKED	68.2%	3.2

These factors may explain more or less than their sum depending on their interaction. The sum of the above percentage changes would still leave an 18 percent difference unexplained.

WAGEGAP, cont.

According to these findings, if all other characteristics remain unchanged, women who work full-time who have an age distribution exactly like that of males, would only narrow the earnings ratio by 0.5 percent. Redistribution by years of school completed would widen the gap slightly, indicating that women are not disadvantaged on account of education. See TABLES B-6 and B-7 for a national and state earnings summary by age and education.)

An occupational redistribution accomplished the greatest change. There are three levels used by the Current Population Survey in gathering occupational data. The wagegap in each of the eleven major occupational groupings is listed in TABLES B-10, B-11 and B-12. Because of the great range of jobs within each of these groups, little change (1.6%) would result from a redistribution on that level. The 5.1% difference shown above was the result of redistribution at a more detailed level, which includes 40 occupational divisions. Examination at the Current Population Survey level which includes 422 occupational titles, shows women earning less than men in nearly all occupations. For most major occupational groups, 40 percent of the men earn at least as much as the highest-paid 10 percent of women workers.

The most highly paid occupations for women are very similar to those for men. However, as shown by TABLE B-13, the highest paying female position pays less than any of the occupations in the top 20 for males.

Employed women are concentrated in lower paying industries. In a ranking of 52 industries for the BLS July 1982 Establishment Survey, the industry with the highest female representation (82%) ranked 50th in average hourly earnings. The industry ranking first in average hourly earnings, the bituminous coal and lignite mining industry, was 52nd with respect to the number of women employees (5%). An equal industry distribution, with other variables remaining constant, would narrow the sex-earnings gap by 2.9 percentage points.

An estimated 3.2 percent change would be caused by an equalization of the number of weekly hours worked by men and women. The numbers suggest that the effect on women's earnings as a result of their working fewer hours than men is brought about more because women are less likely to hold higher paying jobs which demand long workweeks than the fact that they are less likely to work overtime and receive premium pay.

Job tenure is also a consideration when explaining the female/male wagegap. A January 1983 CPS special study showed that men had been with their current employer an average of 5.1 years, compared to 3.3 years for women. Job tenure did not differ significantly by sex until age 35, after which time men in each 10 year age group had more seniority with their employer than did women. When job tenure was combined with the number of years of training completed in the present position, it was found to explain as much as 23 percent of the gap. (2)

WAGEGAP, cont.

Shorter labor force interruptions, as women take less time away from their jobs to have children, may soon change the job tenure picture. Another study, which may dispute the theory that female labor force interruptions are responsible for a good portion of the wagegap, found a rebound effect on the wages of women re-entering the labor market. (3) Though their wages were lower when returning to work after a time out of the labor force, they experienced a growth rapid enough to nearly compensate for the time loss.

Mary Anne Devanna, research coordinator of the Columbia Business School's Center for Research in Career Development, matched 45 men and 45 women who graduated with MBAs from the Columbia Business School between 1969 and 1972. (4) Each pair was matched to control for variables that would effect job performance, such as family background, academic record, and marital status. Female starting salaries were 98 percent of the men's. Salary information collected in 1980 found a significant widening of the wagegap. The salaries of those in the manufacturing industry were \$59,733 for men and \$41,818 (70%) for women, and for those in finance \$46,786 for men and \$42,867 (92%) for women. The smallest gap existed in the lowest paying industry. Service industry salaries were \$38,600 for males and \$36,666 (95%) for females.

It is thought that part of the sex-earnings difference occurs because women often prefer jobs in industries which tend to be low paying. Another common assumption is that women do not take their careers seriously and so, are likely to leave a position because of conflicts with family responsibilities. Devanna found no significant difference in the MBA'S choice of industry or function, nor in their attached importance to monetary or other rewards of the job. Several of the women in the study had taken maternity leave during that 10 year period, but all had returned to full-time work with six months. Her conclusion was that the wagegap cannot be fully explained except by including the element of discrimination.

Results of the Mellor and Devanna studies cannot be expected to be the same due to the sample selection each used for their study. Each had a distinct sample specifically drawn to meet statistical criteria for their respective projects.

Government positions appear to have a wagegap somewhat lower than those of the private sector.

TABLE B-1
UNITED STATES GOVERNMENT EMPLOYEES, 1981
(University positions not included)

	MALES	FEMALES	PERCENT
OFFICIALS & ADMIN.*	181,570	63,394	25.9%
median salary	\$26,588	\$19,225	72.3%
PROFESSIONALS	493,994	397,344	44.6%
median salary	\$22,468	\$18,095	80.5%
TECHNICIANS	282,690	199,177	41.3%
median salary	\$18,214	\$13,850	76.0%
PROTECTIVE SERVICE	601,317	65,771	9.9%
median salary	\$18,646	\$14,467	77.6%
PARA-PROFESSIONALS	116,824	280,525	70.6%
median salary	\$13,122	\$11,399	86.9%
OFFICE/CLERICAL	104,226	757,670	87.9%
median salary	\$13,450	\$11,827	87.9%
SKILLED CRAFT	365,339	13,571	3.6%
median salary	\$16,872	\$11,496	68.1%
SERVICE/MAINTENANCE	594,476	147,296	19.9%
median salary	\$13,485	\$10,594	78.6%
FULL TIME EMPLOYMENT	2,740,436	1,924,748	41.3%
median salary	\$17,667	\$13,081	74.0%
PART TIME EMPLOYMENT	439,982	478,520	52.1%
NEW HIRES	346,053	358,264	50.9%

* This may be read as follows: Of the total employees who are in the Officials and Administrators category, 25.9% are female. The female median salary is 72.3% of that for men in the same category.

Source: U.S. EEO-4 Summary. Note: Median salary for part time employment and new hires is not available for 1981 data.

The Montana state government figures shown on TABLE B-2 give starting, as well as current salaries. In general, the wagegap for current salaries was larger than that for starting salaries. This discrepancy may shrink as women continue to move into management and administrative positions.

TABLE B-2

MONTANA STATE GOVERNMENT
SALARY ANALYSIS OF FEMALES AND MALES, MARCH 1983
(University positions not included)

OFFICIALS & ADMIN.	MALE	FEMALE	%
no. of positions	393	68	14.7% *
avg. starting salary	\$25,695	\$21,405	83.3%
avg. current salary	\$31,638	\$25,478	80.5%
PROFESSIONALS			
no. of positions	1,840	908	33.0%
avg. starting salary	\$19,407	\$17,584	90.6%
avg. current salary	\$23,097	\$20,207	87.5%
TECHNICIANS			
no. of positions	832	943	53.1%
avg. starting salary	\$15,447	\$13,541	87.7%
avg. current salary	\$18,399	\$15,823	85.9%
PROTECTIVE SERVICES			
no. of positions	486	31	6.0%
avg. starting salary	\$15,314	\$13,699	89.5%
avg. current salary	\$17,890	\$15,058	84.1%
PARAPROFESSIONALS			
no. of positions	321	619	65.9%
avg. starting salary	\$12,442	\$11,621	93.4%
avg. current salary	\$14,183	\$13,340	94.0%
OFFICE AND CLERICAL			
no. of positions	206	1,548	88.3%
avg. starting salary	\$11,725	\$11,295	96.3%
avg. current salary	\$13,734	\$12,762	92.9%
SKILLED CRAFTS			
no. of positions	406	7	1.7%
avg. starting salary	\$19,515	\$13,893	71.2%
avg. current salary	\$21,011	\$15,957	75.9%
SERVICE/MAINTENANCE			
no. of positions	629	111	15.0%
avg. starting salary	\$15,567	\$11,167	71.7%
avg. current salary	\$16,925	\$12,480	73.7%
STATE TOTAL			
no. of positions	5,113	4,235	45.3%
avg. starting salary	\$17,647	\$13,372	75.7%
avg. current salary	\$20,632	\$15,343	74.4%

* This column may be read as follows: Of the total employees in the Officials and Administrators category, 14.7% are female. The average starting salary for women is 83.3% of that for men. The average current salary for women is 80.5% of male's current salary.

Source: Personnel Division, MT Department of Administration, "Annual Report to the Governor on the Montana E.E.O. and Affirmative Action Program, for the period ending June 30, 1983".

Hourly Wagegap

About three-fifths of all 1981 wage and salary workers received hourly wages. Workers paid on an hourly basis are more likely to be employed in low-skilled occupations. Industries such as construction and manufacturing have a high concentration of hourly wage workers. As shown below, men had higher hourly earnings than women at all age and education levels.

TABLE B-3
UNITED STATES
MEDIAN HOURLY EARNINGS OF WAGE AND SALARY WORKERS

AGE	Annual Averages, 1981			Women's Earnings as % of Men's
	Both Sexes	Men	Women	
Total, 16 yrs. and over	\$5.27	\$6.72	\$4.35	64.7%
16-24 yrs.	\$4.04	\$4.41	\$3.75	85.0%
16-19 yrs.	\$3.47	\$3.61	\$3.39	93.9%
20-24 yrs.	\$4.68	\$5.25	\$4.17	79.4%
25 yrs. and over	\$6.13	\$7.92	\$4.74	59.8%
25-34 yrs.	\$6.24	\$7.53	\$4.98	66.1%
35-44 yrs.	\$6.38	\$8.49	\$4.84	57.0%
45-54 yrs.	\$6.18	\$8.65	\$4.63	53.5%
55-64 yrs.	\$5.88	\$8.05	\$4.45	55.3%
65 yrs. and over	\$3.98	\$4.35	\$3.76	86.4%
YEARS OF SCHOOL COMPLETED				
Total, 25 years and over	\$6.13	\$7.92	\$4.74	59.8%
8 yrs. of school or less	\$5.06	\$6.09	\$3.88	63.7%
1 to 3 years of high school	\$5.50	\$7.40	\$4.18	56.5%
4 yrs. of high school	\$6.19	\$8.43	\$4.71	55.9%
1-3 yrs. of college	\$6.91	\$8.60	\$5.49	63.8%
4 yrs. of college or more	\$7.21	\$8.22	\$6.36	77.4%

Source: Earl F. Mellor and George D. Stevens, "Usual Weekly Earnings: Another Look at Intergroup Differences and Basic Trends", Monthly Labor Review, April 1982, p.23.

TABLE B-4
MONTANA
JOB PLACEMENTS BY HOURLY WAGE RATE AND SEX
Fiscal Year 1983, ending 9-30-83

WAGE RATE	MALES PLACED	FEMALES PLACED
TOTAL	16,932	13,002
UNDER \$3.35	975	1,317
\$3.35-3.84	7,367	7,532
\$3.85-3.99	154	246
\$4.00-4.49	3,954	2,075
\$4.50-4.99	1,736	1,131
\$5.00-5.49	2,766	898
\$5.50-5.99	477	352
\$6.00-6.49	1,000	275
\$6.49-6.99	489	273
\$7.00 AND OVER	2,223	401
AVERAGE	\$4.65	\$4.42

Source: Montana Employment Service Automated Reporting System (ESARS), Tables 15 and D15, Sept. 30, 1983.

NOTE: ESARS data include only those persons dealt with at Montana Job Service offices, and thus, cannot be considered a representative picture of the state as a whole.

TABLE B-5

UNITED STATES
COMPARISON OF MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS,
BY SEX, 1955-1981

Year	MEDIAN EARNINGS		Women's Earnings as a % of Men's
	Women	Men	
1981	\$12,001	\$20,260	59.2%
1980	\$11,197	\$18,612	60.2%
1979	\$10,151	\$17,014	59.7%
1978	\$ 9,350	\$15,730	59.4%
1977	\$ 8,618	\$14,626	58.9%
1976	\$ 8,099	\$13,455	60.2%
1975	\$ 7,504	\$12,758	58.8%
1974	\$ 6,772	\$11,835	57.2%
1973	\$ 6,335	\$11,186	56.6%
1972	\$ 5,903	\$10,202	57.9%
1971	\$ 5,593	\$ 9,399	59.5%
1970	\$ 5,323	\$ 8,966	59.4%
1969	\$ 4,977	\$ 8,227	60.5%
1968	\$ 4,457	\$ 7,664	58.2%
1967	\$ 4,150	\$ 7,182	57.8%
1966	\$ 3,973	\$ 6,848	58.0%
1965	\$ 3,823	\$ 6,375	60.0%
1964	\$ 3,690	\$ 6,195	59.6%
1963	\$ 3,561	\$ 5,978	59.6%
1962	\$ 3,446	\$ 5,974	59.5%
1961	\$ 3,351	\$ 5,644	59.4%
1960	\$ 3,293	\$ 5,317	60.8%
1959	\$ 3,193	\$ 5,209	61.3%
1958	\$ 3,102	\$ 4,927	63.0%
1957	\$ 3,008	\$ 4,713	63.8%
1956	\$ 2,827	\$ 4,466	63.3%
1955	\$ 2,719	\$ 4,252	63.9%

NOTE: For 1967-81, data include wage and salary income and earnings from self-employment; for 1955-66, data include wage and salary income only. For 1979, data are for persons 15 years of age and over; earlier data are for persons 14 years of age and over.

Source: "Money Income of Families and Persons in the United States", U.S. Department of Commerce, Bureau of the Census, Current Population Reports, 1955-1980, and 1981 advance report.

TABLE B-6

UNITED STATES
 MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS
 BY AGE AND YEARS OF SCHOOL COMPLETED
 ANNUAL AVERAGES 1981

AGE	MEN	WOMEN	WOMEN'S EARNINGS AS A % OF MEN'S
TOTAL, 16 YRS. AND OVER	\$347	\$224	64.6%
16 TO 24 YRS.	\$225	\$184	81.8%
25 TO 34 YRS.	\$346	\$242	69.9%
35 TO 44 YRS.	\$406	\$241	59.4%
45 TO 54 YRS.	\$408	\$231	56.6%
55 TO 64 YRS.	\$386	\$227	58.8%
65 YRS. AND OVER	\$270	\$190	70.4%
TOTAL, 25 YRS. AND OVER	\$378	\$237	62.7%
8 YRS. OF SCHOOL OR LESS	\$259	\$169	62.3%
1 TO 3 YRS. OF HIGH SCHOOL	\$314	\$187	59.6%
4 YRS. OF HIGH SCHOOL	\$363	\$222	61.1%
1 TO 3 YRS. OF COLLEGE	\$398	\$259	65.1%
4 YRS. OF COLLEGE	\$459	\$299	65.3%
5 YRS. OF COLLEGE OR MORE	\$507	\$362	71.4%

Source: "Usual Weekly Earnings: Another Look at Intergroup Differences and Basic Trends", by Earl F. Mellor and George D. Stamas, Monthly Labor Review, April 1982, p.16.

TABLE B-7

MONTANA
 MEAN WEEKLY EARNINGS OF FULL-TIME* WORKERS
 BY AGE AND YEARS OF SCHOOL COMPLETED, 1979

	MEN	WOMEN	WOMEN'S EARNINGS AS A % OF MEN'S
TOTAL, AGE 18 AND OVER	\$342	\$195	57.0%
18-24 YRS.	\$220	\$159	72.3%
25-34 YRS.	\$317	\$199	62.8%
35-44 YRS.	\$387	\$202	52.2%
45-54 YRS.	\$402	\$212	52.7%
55-64 YRS.	\$373	\$206	55.2%
65 YRS. AND OVER	\$283	\$163	57.6%
PERSONS AGE 18 AND OVER			
8 YRS. OF SCHOOL	\$302	\$144	47.7%
1 to 3 YRS. OF HIGH SCHOOL	\$313	\$168	53.7%
4 YRS. OF HIGH SCHOOL	\$319	\$182	57.1%
1 to 3 YRS. OF COLLEGE	\$329	\$197	59.8%
4 YRS. OF COLLEGE	\$390	\$232	59.5%
5 to 6 YRS. OF COLLEGE	\$406	\$273	67.2%

*Full-time- persons who worked 40 or more weeks during 1979 and usually worked 35 hours or more per week.

Source: Montana 1980 Census, Chapter D.

TABLE B-8

MONTANA
INCOME BY AGE, SEX, YEAR OF SCHOOL COMPLETED, AND RACE

ALL RACES	1980						
	TOTAL	ELEMENTARY 8 YRS.	HIGH SCHOOL 1-3	4 YRS.	1-3 YRS.	COLLEGE 4 YRS.	5 AND 6 7 OR MORE
TOTAL 18 AND OVER MALES WITH INCOME MEAN INCOME	266,610 \$14,256	24,424 \$11,203	31,596 \$11,161	101,375 \$14,074	50,703 \$13,754	24,454 \$18,733	13,660 \$19,078
FEMALES WITH INCOME MEAN INCOME	220,805 \$6,101	15,640 \$4,301	26,845 \$4,588	89,463 \$5,829	48,838 \$6,424	22,040 \$8,199	8,875 \$10,329
TOTAL 18-24 YRS. MALES WITH INCOME MEAN INCOME	49,727 \$7,209	754 \$5,929	8,814 \$4,953	24,819 \$8,221	12,564 \$6,730	1,948 \$8,408	480 \$7,490
FEMALES WITH INCOME MEAN INCOME	43,396 \$4,242	473 \$3,083	6,150 \$2,823	21,044 \$4,349	12,376 \$4,278	2,664 \$6,334	394 \$6,993
TOTAL 25-34 YRS. MALES WITH INCOME MEAN INCOME	66,265 \$14,438	985 \$10,540	3,890 \$12,681	23,790 \$14,409	18,295 \$13,622	10,920 \$15,474	5,334 \$15,253
FEMALES WITH INCOME MEAN INCOME	49,175 \$6,588	394 \$4,424	3,232 \$4,682	18,844 \$5,921	13,282 \$6,387	8,977 \$8,027	3,390 \$8,952
TOTAL 35-44 YRS. MALES WITH INCOME MEAN INCOME	43,970 \$19,055	1,985 \$14,516	3,885 \$15,819	17,542 \$17,456	7,873 \$18,836	5,227 \$22,511	3,919 \$21,450
FEMALES WITH INCOME MEAN INCOME	32,615 \$7,133	914 \$5,049	3,641 \$5,870	14,757 \$6,497	6,734 \$7,409	3,711 \$8,448	1,918 \$11,027
TOTAL 45-54 YRS. MALES WITH INCOME MEAN INCOME	35,631 \$19,868	3,768 \$15,469	5,073 \$16,924	14,285 \$18,966	4,632 \$20,320	2,981 \$27,335	1,858 \$25,335
FEMALES WITH INCOME MEAN INCOME	25,915 \$7,619	1,616 \$4,905	3,267 \$5,845	12,068 \$7,413	5,080 \$8,404	2,088 \$9,551	978 \$12,950
TOTAL 55-64 YRS. MALES WITH INCOME MEAN INCOME	34,746 \$17,285	6,234 \$13,834	4,828 \$13,920	13,060 \$17,057	4,204 \$19,843	1,965 \$25,532	1,334 \$24,170
FEMALES WITH INCOME MEAN INCOME	26,578 \$6,923	2,852 \$4,663	3,781 \$5,262	11,428 \$6,570	4,681 \$8,121	1,790 \$10,225	1,110 \$12,440
TOTAL 65 AND OVER MALES WITH INCOME MEAN INCOME	36,271 \$9,355	10,698 \$7,985	5,106 \$8,840	7,879 \$10,155	3,135 \$12,047	1,413 \$16,581	735 \$16,700
FEMALES WITH INCOME MEAN INCOME	43,126 \$5,219	9,391 \$4,071	6,774 \$4,475	11,322 \$5,117	6,685 \$6,786	2,810 \$7,889	1,085 \$10,087

Source: Montana 1980 Census, Chapter D (Table 237).

MONTANA
INCOME BY AGE, SEX, EDUCATION, AND RACE Table B-8, cont.

	1980					
	TOTAL	ELEMENTARY 8YRS.	HIGH SCHOOL 1-3YRS.	4YRS.	1-3YRS.	4YRS. COLLEGE 5 AND 6 7 OR MORE
WHITE						
TOTAL 18 AND OVER						
MALES WITH INCOME	255,104	23,322	29,191	97,379	48,684	24,109
MEAN INCOME	\$14,485	\$11,330	\$11,475	\$14,244	\$13,906	\$18,841
						\$19,156
FEMALES WITH INCOME	210,181	14,602	24,594	85,666	46,944	21,588
MEAN INCOME	\$6,170	\$4,327	\$4,648	\$5,875	\$6,445	\$8,234
						\$10,363
						\$12,476
WHITE- 18-24 YRS.						
MALES WITH INCOME	46,690	573	7,919	23,568	11,997	1,884
MEAN INCOME	\$7,371	\$6,480	\$9,173	\$8,360	\$6,780	\$8,486
						\$7,490
						\$5,255
FEMALES WITH INCOME	40,703	341	5,410	19,742	11,946	2,619
MEAN INCOME	\$4,303	\$3,205	\$2,863	\$4,401	\$4,296	\$6,345
						\$6,993
						--
						--
WHITE- 25-34 YRS.						
MALES WITH INCOME	62,925	829	3,240	22,545	17,466	10,721
MEAN INCOME	\$14,649	\$10,841	\$13,494	\$14,600	\$13,775	\$15,546
						\$15,266
						\$20,193
FEMALES WITH INCOME	46,297	291	2,769	17,711	12,555	8,791
MEAN INCOME	\$6,691	\$4,405	\$4,783	\$5,973	\$6,456	\$8,083
						\$9,018
						\$11,635
WHITE- 35-44 YRS.						
MALES WITH INCOME	41,997	1,789	3,553	16,827	7,499	5,203
MEAN INCOME	\$19,330	\$15,142	\$16,267	\$17,598	\$19,114	\$22,550
						\$21,649
						\$30,813
FEMALES WITH INCOME	30,705	764	3,240	14,080	6,392	3,579
MEAN INCOME	\$7,213	\$5,392	\$5,977	\$6,542	\$7,345	\$8,505
						\$11,050
						\$14,806
WHITE- 45-54 YRS.						
MALES WITH INCOME	34,385	3,569	4,871	13,905	4,458	2,950
MEAN INCOME	\$20,136	\$15,704	\$17,020	\$19,075	\$20,690	\$27,483
						\$25,392
						\$32,399
FEMALES WITH INCOME	24,648	1,369	3,048	11,728	4,871	2,018
MEAN INCOME	\$7,709	\$4,872	\$5,838	\$7,461	\$8,435	\$9,627
						\$13,049
						\$12,697
WHITE- 55-64 YRS.						
MALES WITH INCOME	33,805	6,046	4,620	12,811	4,159	1,945
MEAN INCOME	\$17,470	\$13,869	\$14,140	\$17,188	\$19,881	\$25,610
						\$24,274
						\$31,660
FEMALES WITH INCOME	25,711	2,691	3,560	11,227	4,554	1,787
MEAN INCOME	\$6,992	\$4,677	\$5,315	\$6,586	\$8,172	\$10,233
						\$12,408
						\$14,893
WHITE- 65 AND OVER						
MALES WITH INCOME	35,302	10,516	4,988	7,723	3,105	1,406
MEAN INCOME	\$9,468	\$8,039	\$8,872	\$10,267	\$12,094	\$16,617
						\$16,555
						\$22,854
FEMALES WITH INCOME	42,117	9,146	6,567	11,178	6,626	2,794
MEAN INCOME	\$5,240	\$4,104	\$4,493	\$5,107	\$6,780	\$7,850
						\$10,087
						\$8,187

TABLE B-9

MONTANA
MEAN ANNUAL INCOME BY AGE, SEX, AND YEAR OF SCHOOL COMPLETED
1970

	TOTAL	ELEM. 8YRS.	HIGH SCHOOL		1-3	COLLEGE 4YRS.	5 OR>
			1-3YRS.	4YRS.			
TOTAL-18 AND OVER							
MALES WITH INCOME	211,813	33,674	32,708	63,390	32,242	13,683	11,203
MEAN INCOME	\$6,866	\$5,782	\$5,969	\$7,254	\$6,457	\$10,014	\$12,164
FEMALES WITH INCOME	146,991	17,482	23,054	52,711	28,454	11,364	3,684
MEAN INCOME	\$2,706	\$1,918	\$2,053	\$2,704	\$2,885	\$4,616	\$6,062
TOTAL- 18-24 YRS.							
MALES WITH INCOME	34,778	793	6,090	13,942	11,257	1,654	472
MEAN INCOME	\$3,040	\$3,063	\$2,256	\$3,407	\$2,878	\$3,686	\$4,723
FEMALES WITH INCOME	28,065	362	4,509	12,328	8,711	1,615	235
MEAN INCOME	\$1,790	\$1,275	\$1,155	\$1,800	\$1,774	\$3,500	\$3,463
TOTAL 25-34 YRS.							
MALES WITH INCOME	39,316	1,963	5,011	15,905	7,377	4,428	3,721
MEAN INCOME	\$7,459	\$6,122	\$6,773	\$7,500	\$7,074	\$8,622	\$8,853
FEMALES WITH INCOME	22,149	886	3,510	9,719	3,955	2,803	795
MEAN INCOME	\$2,716	\$1,760	\$2,039	\$2,455	\$2,709	\$4,423	\$4,648
TOTAL 35-44 YRS.							
MALES WITH INCOME	36,658	4,536	5,979	14,161	4,502	2,839	3,083
MEAN INCOME	\$9,260	\$7,573	\$7,849	\$9,192	\$9,390	\$12,677	\$13,124
FEMALES WITH INCOME	21,674	1,509	3,630	9,589	3,743	1,897	671
MEAN INCOME	\$3,069	\$2,136	\$2,411	\$2,966	\$3,256	\$4,348	\$6,345
TOTAL 45-54 YRS.							
MALES WITH INCOME	38,454	6,959	6,400	13,928	4,320	2,352	2,160
MEAN INCOME	\$9,051	\$7,173	\$7,425	\$9,075	\$10,300	\$13,197	\$16,297
FEMALES WITH INCOME	23,167	2,549	3,344	9,615	4,379	1,769	728
MEAN INCOME	\$3,647	\$2,558	\$2,621	\$3,481	\$4,325	\$5,684	\$6,933
TOTAL 55-64 YRS.							
MALES WITH INCOME	31,547	8,835	5,307	7,851	2,736	1,402	1,118
MEAN INCOME	\$7,599	\$6,412	\$6,878	\$8,014	\$9,042	12,401	16,763
FEMALES WITH INCOME	20,186	3,551	3,247	6,059	3,447	1,630	739
MEAN INCOME	\$3,434	\$2,132	\$2,428	\$3,580	\$3,915	\$6,022	\$7,682
TOTAL 65 AND OVER							
MALES WITH INCOME	31,060	10,588	3,921	3,603	2,050	1,008	649
MEAN INCOME	\$4,123	\$3,714	\$4,234	\$4,744	\$5,905	\$8,263	\$10,315
FEMALES WITH INCOME	31,750	8,625	4,814	5,401	4,219	1,650	516
MEAN INCOME	\$2,113	\$1,646	\$1,988	\$2,385	\$2,682	\$3,810	\$5,509

Source: Montana 1970 Census, Chapter D (Table 197).

TABLE B-10

UNITED STATES
 MEDIAN WEEKLY EARNINGS OF WAGE AND SALARY WORKERS
 EMPLOYED FULLTIME IN OCCUPATIONS WITH TOTAL EMPLOYMENT
 OF 50,000 OR MORE, BY SEX
 1981 ANNUAL AVERAGES *

OCCUPATION	MEN	WOMEN	WOMEN'S EARNINGS AS A % OF MEN'S
Prof.,Tech., & Kindred Workers	\$439	\$316	71.8%
Managers & Admin., except farm	\$466	\$283	60.8%
Sales Workers	\$366	\$190	52.0%
Clerical & Kindred Workers	\$328	\$220	67.0%
Craft & Kindred Workers	\$360	\$239	66.5%
Operatives, except transport	\$298	\$187	62.9%
Transport Equip. Operators	\$307	\$237	77.2%
Nonfarm Laborers	\$244	\$193	79.3%
Farmworkers	\$180	\$146	81.1%
Service Workers, except private household	\$238	\$170	71.3%
Private Household Workers	-	\$104	-
TOTAL **	\$347	\$224	64.7%

* Excludes any earnings from self-employment.

** Data for total refer to all full-time workers, including those in occupations not shown.

Source: "Earnings of Men and Women: A Look at Specific Occupations", by Nancy Rytina, Monthly Labor Review, April 1982, p.26-29.

TABLE B-11

UNITED STATES
 MEDIAN USUAL WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS
 BY OCCUPATION AND SEX
 1979 ANNUAL AVERAGES

OCCUPATION	MEN	WOMEN	WOMEN'S EARNINGS AS A % OF MEN'S
Professional- Technical	\$372	\$263	70.7%
Manag.-Admin., except farm	\$399	\$235	58.9%
Sales	\$311	\$159	51.1%
Clerical	\$287	\$183	63.8%
Craft	\$310	\$188	60.6%
Operatives, except transport	\$253	\$159	62.8%
Transport Equip. Operatives	\$277	\$186	67.1%
Nonfarm Laborers	\$213	\$159	74.6%
Service	\$208	\$139	66.8%
Farm	\$163	\$130	79.8%

Source: "Perspectives on Working Women: A Databook", U.S. Department of Labor, Bureau of Labor Statistics, October 1980, p.49.

TABLE B-12

UNITED STATES
 MEDIAN WEEKLY EARNINGS OF FULLTIME WAGE & SALARY WORKERS
 BY OCCUPATION AND SEX
 4TH QUARTER 1983

OCCUPATION	MEN	WOMEN	WOMEN'S EARNINGS AS A % OF MEN'S
Managerial & professional spec.	\$551	\$370	67.2%
Exec., Admin., & Manag.	\$569	\$349	61.3%
Professional Specialty	\$537	\$383	71.2%
Technical, Sales, Admin. Support	\$401	\$254	63.3%
Technicians, related support	\$433	\$312	72.1%
Sales Occupations	\$409	\$214	52.3%
Admin. Support, clerical	\$371	\$255	68.7%
Service Occupations	\$264	\$184	69.7%
Private Household	*	\$112	-
Protective Service	\$375	\$272	72.5%
Other Service	\$226	\$188	82.3%
Precision Prod., Craft & Repair	\$403	\$257	63.8%
Mechanics & Repairers	\$391	\$365	93.4%
Construction Trades	\$390	*	-
Other Precision Trades	\$425	\$244	57.4%
Oper., Fabricators, & Laborers	\$321	\$211	65.7%
Machine Operators, Assem., Inspec.	\$333	\$209	62.8%
Trans. & Material Moving	\$348	\$256	73.6%
Handlers, Equip. Cleaners, Helpers, & Laborers	\$261	\$211	80.8%
Farming, Forestry, & Fishing	\$207	\$168	81.2%

* Data not shown where base is less than 100,000.

Source: U.S. Department of Labor, Bureau of Labor Statistics,
 "Employment and Earnings", Household data, quarterly averages,
 March 1984.

UNITED STATES
OCCUPATIONS WITH HIGHEST MEDIAN WEEKLY EARNINGS FOR PERSONS EMPLOYED
FULL-TIME IN WAGE AND SALARY WORK BY SEX *
1981, Annual Averages

MEN

OCCUPATIONAL TITLE **	MALE EARNINGS
Aerospace and Astronautical Engineers	\$619
Stock and Bond Sales Agents	589
Chemical Engineers	583
Economists	580
Lawyers	574
Sales Managers, except retail trade	566
Physicians, medical and osteopathic	561
Electrical and Electronics Engineers	555
School Administrators, college and university	552
Industrial Engineers	549
Mechanical Engineers	547
Computer Systems Analysts	546
Health Administrators	545
Engineers, not elsewhere classified	530
Airplane pilots	530
School Administrators, elem. and secondary	520
Operations and Systems Researchers and Analysts	515
Bank Officers and Financial Managers	514
Personnel and Labor Relations Workers	514
Civil Engineers	507

WOMEN

OCCUPATIONAL TITLE	FEMALE EARNINGS
Operations and Systems Researchers and Analysts	\$422
Computer Systems Analysts	420
Lawyers	407
Physician, Dentists, and related practitioners	401
Social Scientists	391
Teachers, college and university	389
Postal Clerks	382
Engineers	371
Ticket, Station, and Express Agents	370
School Administrators, elem. and secondary	363
Life and Physical Scientists	357
Health Administrators	357
Public Administration Officials and Administrators, n.e.c.	337
Vocational and Educational Counselors	336
Registered Nurses	331
Personnel and Labor Relations Workers	330
Computer Programmers	329
Editors and Reporters	324
Secondary Schoolteachers	321
Librarians	318

* Excludes any earnings from self-employment.

** Occupations listed are those in which the employment for each gender was 50,000 or more in 1981.

Source: Nancy Rytina, "Earnings of Men and Women: A Look at Specific Occupations", Monthly Labor Review, April 1982.

TABLE B-14

MONTANA
MEAN WEEKLY EARNINGS OF FULL-TIME WORKERS
BY SEX, AGE, AND EDUCATION, 1979

	TOTAL	ELEMENTARY		HIGH SCHOOL		1-3yrs.	COLLEGE 4yrs.	5-6yrs.	7 or more
		0-7yrs.	8yrs.	1-3yrs.	4yrs.				
AGE 18 AND OVER									
MALE	\$339	\$287	\$310	\$310	\$317	\$323	\$387	\$406	\$562
FEMALE	\$196	\$158	\$146	\$164	\$179	\$196	\$244	\$291	\$331
%- FEMALE TO MALE	57.8%	55.1%	47.1%	52.9%	56.5%	60.7%	63.1%	71.7%	58.9%
AGE 18-24 YRS.									
MALE	\$221	\$166	\$207	\$201	\$219	\$233	\$251	\$257	\$250*
FEMALE	\$156	\$135	\$133	\$136	\$148	\$162	\$211	\$190	\$125*
%- FEMALE TO MALE	70.6%	81.3%	64.3%	67.7%	67.6%	69.5%	84.1%	73.9%	50.0%
AGE 25-34 YRS.									
MALE	\$317	\$280	\$266	\$310	\$312	\$302	\$327	\$334	\$439
FEMALE	\$201	\$166	\$159	\$159	\$178	\$193	\$239	\$263	\$279
%- FEMALE TO MALE	63.4%	59.3%	59.8%	51.3%	57.1%	63.9%	73.1%	78.7%	63.6%
AGE 35-44 YRS.									
MALE	\$387	\$319	\$334	\$347	\$356	\$373	\$426	\$426	\$600
FEMALE	\$207	\$145	\$150	\$173	\$186	\$215	\$255	\$306	\$335
%- FEMALE TO MALE	53.5%	46.9%	44.9%	49.9%	52.2%	57.4%	59.9%	71.8%	55.8%
AGE 45-54 YRS.									
MALE	\$403	\$329	\$335	\$362	\$378	\$388	\$521	\$509	\$638
FEMALE	\$216	\$165	\$146	\$181	\$208	\$218	\$265	\$355	\$411
%- FEMALE TO MALE	53.6%	50.2%	43.6%	50.0%	55.0%	56.2%	50.9%	65.9%	64.4%
AGE 55-64 YRS.									
MALE	\$378	\$320	\$323	\$324	\$360	\$404	\$496	\$517	\$625
FEMALE	\$213	\$167	\$149	\$175	\$196	\$227	\$288	\$340	\$399
%- FEMALE TO MALE	56.4%	52.2%	46.1%	54.0%	54.4%	56.2%	56.1%	65.8%	63.8%
AGE 65 AND OVER									
MALE	\$294	\$164	\$247	\$303	\$317	\$336	\$417	\$368	\$545
FEMALE	\$184	\$163	\$133	\$144	\$199	\$206	\$269	\$176	\$ 93
%- FEMALE TO MALE	62.6%	99.4%	53.9%	47.5%	62.8%	61.3%	64.5%	47.8%	17.1%

*NOTE: Figure based on extremely small base.

Source: Montana 1980 Census, Chapter D (Table 237).

TABLE B-15

MONTANA
OCCUPATION OF EXPERIENCED LABOR FORCE
YEAR ROUND FULL-TIME WORKERS BY SEX AND RACE
MEDIAN EARNINGS IN 1979

OCCUPATION	MALES	TOTAL FEMALES	RATIO	MALES	WHITE FEMALES	RATIO	AMERICAN MALES	INDIAN FEMALES	RATIO
EXECUTIVE, ADMIN. & MANAG.	\$19,684	\$11,124	56.5%	\$19,779	11,127	56.3%	\$16,183	\$10,568	65.3%
PROFESSIONAL SPECIALTY	18,336	12,548	68.4%	18,502	12,622	68.2%	12,068	9,378	77.7%
TECH., SALES, ADMIN. SUPPORT	16,383	9,039	55.2%	16,408	9,038	55.1%	12,281	9,146	74.5%
Technicians & Related Supp.	16,583	10,729	64.7%	16,689	10,743	64.4%	9,447	10,727	113.5%
Sales Occupations	16,332	8,248	50.5%	16,344	8,251	50.5%	*12,845	*7,000	54.5%
Admin. Support, incl. Clerical	16,337	9,080	55.6%	16,347	9,083	55.6%	15,097	9,093	60.2%
SERVICE OCCUPATIONS	12,289	6,995	56.9%	12,367	7,037	56.9%	*11,073	6,771	61.1%
FARMING, FORESTRY, & FISHING	9,758	4,880	50.0%	9,762	4,865	49.8%	9,762	*9,000	92.2%
PRECISION PRODUCTION, Craft & Repair Occup.	16,974	10,030	59.0%	17,063	9,945	58.3%	12,672	10,688	84.3%
OPERATORS, FABRICATORS, & Laborers	16,409	7,683	46.8%	16,452	7,903	48.0%	13,351	5,605	42.0%
Machine Operators, Assemblers. & Inspectors	16,584	7,013	42.3%	16,608	7,204	43.4%	11,569	*5,302	45.8%
Trans. & Material Moving	17,782	7,953	44.7%	17,823	10,727	60.2%	16,114	*7,382	45.8%
Handlers, Equip. Cleaners, Helpers, & Laborers	14,546	9,441	64.9%	14,672	*9,755	66.5%	12,537	*3,447	27.5%

* DATA BASE LESS THAN 100

Source: Montana 1980 Census, Chapter D (Table 222).

TABLE B-16

MONTANA
OCCUPATION OF EXPERIENCED CIVILIAN LABOR FORCE
BY EARNINGS IN 1969 BY SEX

OCCUPATION	Median '69 Income for Those Working	50-52 wks. RATIO
PROFESSIONAL, TECHNICAL, AND KINDRED WORKERS	\$9,726	62.8%
MANAGERS & ADMIN., EXCEPT FARM	\$9,777	49.2%
SALES WORKERS	\$8,205	42.1%
CLERICAL & KINDRED WORKERS	\$7,719	56.0%
CRAFTSMEN & KINDRED WORKERS	\$7,977	50.9%
OPERATIVES, EXCEPT TRANSPORT	\$7,267	45.6%
TRANSPORT EQUIPMENT OPERATORS	\$7,769	77.8%
LABORERS, EXCEPT FARM	\$6,445	53.8%
FARMERS & FARM MANAGERS	\$5,671	51.8%
FARM LABORERS & FARM FOREMEN	\$4,040	46.5%
SERVICE WORKERS, EXCEPT PRIVATE HOUSEHOLD	\$5,782	55.7%
PRIVATE HOUSEHOLD WORKERS	--	--

Source: Montana 1970 Census, Chapter D.

WOMEN MAINTAINING FAMILIES **

Some of the most glaring income differences exist for the growing number of women maintaining families. This is illustrated by TABLE B-24 which looks at median annual income by family type. Not only was female householder income less than one-half (44.0%) that of all husband-wife families, but the 1970-81 income growth was lowest for female householders. This is not a wagegap comparison because the income of husband and wife families may, of course, include the earnings of two people. It does suggest that female householders are making ends meet for themselves and their families with much less. According to the 1980 Census, the median income of female-headed Montana families was \$9,157 or 49.7 percent of the \$18,413 median for all families. (TABLE B-25)

By 1983, 16 percent of all U.S. families were maintained by women, the number having more than doubled since 1940. (TABLE B-23) The characteristics typical of a woman maintaining a family in the United States today are:

-- She is likely to be divorced.

TABLE B-17
MARITAL STATUS BREAKDOWN OF U.S. WOMEN MAINTAINING FAMILIES (5)
(March 1983)

Divorced	36.8%
Separated	18.6%
Widowed	26.0%
Never married	18.6%

The rising divorce rate, from 1 for every 6 marriages in 1940 to 1 for every 2 marriages in 1980, has changed the picture of the female head of household. In 1970, 42.8 percent of all women maintaining families were widows (5). By 1983 the percentage had shrunk to 26 percent and divorcees were the dominant group.

-- She is typically a member of the labor force.

TABLE B-18
LABOR FORCE PARTICIPATION RATES, March 1983 (5)

	Total	No Children Under 18	Children 6-17	Children Under 6
Women maintaining families	59.6%	47.9%	74.2%	55.2%
Never married	55.8%	64.8%	65.5%	44.0%
Separated	62.3%	62.5%	69.2%	53.2%
Widowed	34.3%	20.0%	54.6%	*
Divorced	78.2%	76.2%	82.7%	68.5%

* base less than 75,000

** Note: The terminology "women maintaining families" or "female family householder" is defined as a never-married, divorced, widowed, or separated woman with no husband present and who is responsible for her family.

WOMEN MAINTAINING FAMILIES, cont.

- Unemployment rates are higher for female heads of households than for the general female population.

TABLE B-19

UNEMPLOYMENT RATES, March 1983

	Total	No Children Under 18	Children 6-17	Children Under 6
Women maintaining families	14.2%	7.2%	14.6%	23.2%
Never married	20.9%	8.9%	22.6%	32.6%
Separated	19.0%	16.2%	17.5%	23.6%
Widowed	34.3%	5.5%	12.6%	*
Divorced	11.5%	4.6%	12.5%	16.2%

* base less than 75,000

Unemployment may be more of a hardship for these women. Only 30% of female-headed wage earning families were multiple-earner families, compared to 56% of all married-couple families with earners. In the first quarter of 1983, 9 percent of unemployed women maintaining families had a full-time worker in the family, compared to 16% of all jobless men maintaining families and 41% of all unemployed husbands. Unemployment in a one-earner female-headed household in 1981 meant a 50% chance of poverty (6).

- Her job is likely to be a low-paying, low-skill position.

Most employed women maintaining families (83%) had full-time jobs in March of 1983.

As with most employed women, the largest proportion of those maintaining families worked in administrative support occupations. On the average, those who were divorced differed somewhat in pattern as they tended to be younger and more educated and so were more likely to hold managerial and professional positions. They were also less likely to be employed in service occupations.

- Her income is likely to be below poverty level.

One out of every three female-headed families lives in poverty, compared to 1 out of 9 male-headed householders.(7) One-half of all families in poverty in the United States are headed by women and these families are 10 times more likely than their male counterparts to remain poor (8). In Montana during 1979, there were 19,019 families below the poverty level. Of these families, 13,854 had related children under 18 present. Females (no husband present) headed 5,483 of these families with children under 18, and 3,074 families had related children under the age of 6. Therefore, one-third of Montana's families living in poverty with children under 18 are headed by a female with no husband present.

Women maintaining families have consistently greater poverty rates than other householders, with blacks and Hispanics of all household types twice as likely to be poor.(TABLE B-26) Even fully employed female householders have a poverty rate twice that for all men and women (TABLE B-27).

WOMEN MAINTAINING FAMILIES, cont.

When compared by educational level, families whose female head had an elementary school education had a poverty rate twice that for all families with similar schooling. At the high school level, female-headed poverty rates were 3 times greater and were 4 times greater for those with 1 year or more of college. (TABLE B-28) This may be explained by female labor concentration in clerical and service worker occupations regardless of educational attainment.

-- She is often the mother of children under age 18.

TABLE B-20
PERCENTAGE OF WOMEN WITH CHILDREN UNDER 18, March 1983

Women maintaining families	61.5%
Never married	68.5%
Separated	80.1%
Widowed	20.9%
Divorced	77.2%

The labor force participation rate of mothers with children ages 6-17 was higher than that for women of all marital groups who had no children.

The poverty level for female-headed families increases with the presence of children under age 18. Twenty-nine percent of their families had below poverty level income in 1982 when the mother had earnings, 88 percent when she did not. The incidence of poverty increased with each additional child in the home, regardless of the mother's earner status--from 37 percent with one child to 85 percent when four or more children were present (9). (TABLE B-29 shows 1981 poverty rates by number of children.)

In the state of Montana in 1980, 19,952 families had female householders with no husband present, 65.8 percent of which include children under the age of 18. Family householder labor force participation rates and unemployment rates from the Montana 1980 Census are as follows:

TABLE B-21

MONTANA HOUSEHOLDER LABOR FORCE PARTICIPATION AND UNEMPLOYMENT RATES BY TYPE OF HOUSEHOLDER AND RACE, 1980

	Labor Force Participation		Unemployment Rate	
	Total	Nat.Amer.	Total	Nat.Amer.
Family households	79.5%	70.5%	6.2%	15.1%
Married couple households				
with female head	51.7%	54.1%	4.7%	12.0%
with male head	81.8%	77.4%	6.2%	15.7%
Female householder	66.0%	57.2%	8.1%	16.2%
without children under 18	49.3%	44.5%	5.3%	15.2%
with children age 6-17	80.5%	70.5%	6.5%	13.0%
with children under 6	64.4%	53.4%	14.9%	21.9%
Male householder, no wife present	78.6%	71.8%	8.7%	7.1%

WOMEN MAINTAINING FAMILIES, cont.

Examination of TABLE B-21 reveals several differences between female householder income and that of all Montana families. Montana female householders:

- realized a smaller portion of their total income from wages and salaries. For female householders with income below the poverty level, 51.2 percent of aggregate family income came from wage and salary earnings compared to 68.4 percent in all poverty families and 71.7 percent in families of all income levels.
- were less likely to receive income from self-employment.
- were more likely to receive public assistance income. Five percent of all families received some income from public assistance, compared to 19.8 percent of female-headed families. For families in poverty the percentage was 19.6 for all families and 39.9 for those with a female householder.

There were 19,019 Montana families with income below the poverty level in 1980, of which female householder families accounted for 31.9 percent. Of the 6,072 female-headed households in poverty, 90.3 percent had children under the age of 18. The labor force status of these women was as follows:

TABLE B-22

POVERTY RATE OF MONTANA FEMALE HOUSEHOLDERS BY 1980 LABOR FORCE STATUS

	Total	White	Native American
Worked full-time	15.3%	16.7%	9.1%
Worked less than full-time	43.8%	45.8%	37.2%
Did not work	40.9%	37.5%	53.7%

According to TABLE B-30, Montana 1980 Census poverty rates were higher for women, for the youngest (16-24 yrs.) and eldest (65 & over), and for the Native American population, which had an overall rate more than 3 times that of whites.

TABLES B-32 and B-33 give the number of welfare recipients in the state of Montana by sex and age. The number of welfare recipients who applied for Job Service aid, most of whom registered under the Work Incentive Program, is shown on TABLE A-15.

There are differences when comparing the income profiles for whites to those for Montana's American Indians. (TABLE B-31) Native Americans age 65 and over received a higher percentage of their family income from earnings than did older whites. The percentage of Indian families receiving public assistance income is greater for all income levels and is particularly larger for female householders. For Native American women in poverty 34.8 percent of their total income originated from public assistance sources, compared to 24.7 percent of the income of poor white women.

TABLE B-23

UNITED STATES
DISTRIBUTION OF FAMILY TYPES
FOR SELECTED YEARS, 1940-1983

Year *	All Families (number)	% Married Couple Families	Maintained by Men	Maintained by Women
1940	32,166,000	83.8%	4.9%	11.2%
1947	35,794,000	87.2%	3.3%	9.5%
1950	39,303,000	87.6%	3.0%	9.4%
1955	41,957,000	86.7%	3.2%	10.1%
1960	45,062,000	87.2%	2.8%	10.0%
1965	47,836,000	87.1%	2.5%	10.5%
1970	51,227,000	86.7%	2.4%	10.9%
1975	56,257,000	84.5%	2.5%	13.0%
1980	59,910,000	82.0%	3.0%	15.0%
1983	61,834,000	80.8%	3.3%	15.9%

* Data were collected in April of 1940, 1947, and 1955, and in March of all other years.

Note: Data for 1975 have been revised since initial publication.

Source: Elizabeth Waldman, "Labor Force Statistics From a Family Perspective", Monthly Labor Review, December 1983, pg.17

TABLE B-24

UNITED STATES
MEDIAN INCOME BY RACE AND TYPE OF FAMILY

TYPE OF FAMILY	1970	1981	INCREASE 1970-81
ALL HUSBAND-WIFE FAMILIES	\$10,516	\$25,065	138%
Wife in labor force	12,276	29,247	138%
FEMALE HOUSEHOLDER, no husband present*	5,093	10,960	115%
MALE HOUSEHOLDER, no wife present	--	19,889	--
WHITE FAMILIES			
HUSBAND-WIFE FAMILIES	\$10,723	\$25,474	138%
Wife in labor force	12,543	29,713	137%
FEMALE HOUSEHOLDER, no husband present	5,754	12,508	117%
MALE HOUSEHOLDER, no wife present	--	20,421	--
BLACK FAMILIES			
HUSBAND-WIFE FAMILIES	\$7,816	\$19,624	151%
Wife in labor force	9,721	25,040	158%
FEMALE HOUSEHOLDER, no husband present	3,576	7,506	110%
MALE HOUSEHOLDER, no wife present	--	14,489	--

* This item may be read as follows: Median income earnings for female householder families with no husbands present rose from \$5,093 to \$10,960, an increase of 115 percent, between 1970 and 1981.

Source: "A Growing Crisis, Disadvantaged Women and Their Children", U.S. Commission on Civil Rights, May 1983.

TABLE B-25

MONTANA
 MEDIAN ANNUAL FAMILY INCOME BY FAMILY TYPE
 1979 EARNINGS

	NUMBER	MEDIAN INCOME
FAMILIES	207,525	\$18,413
With children under 18	111,969	19,130
With children under 6	52,518	16,832
MARRIED COUPLE FAMILIES	181,368	\$19,558
With children under 18	95,996	20,636
With children under 6	46,994	17,844
Wife in labor force	86,670	22,223
with children under 18	49,430	22,613
with children under 6	19,935	19,789
Wife not in labor force	94,698	16,676
with children under 18	46,566	18,371
with children under 6	27,059	16,455
MALE HOUSEHOLDER, no wife present	6,205	\$16,670
with children under 18	2,852	16,302
with children under 6	820	14,261
FEMALE HOUSEHOLDER, no husband present	19,952	\$9,157
With children under 18	13,121	7,812
With children under 6	4,704	4,931
In labor force	13,172	10,092
with children under 18	9,803	8,942
with children under 6	3,031	6,595
Not in labor force	6,780	6,864
with children under 18	3,318	4,290
with children under 6	1,673	3,310

Source: Montana 1980 Census, Chapter C (Tables 64 & 71) and Chapter D (Table 238).

TABLE B-26

UNITED STATES
POVERTY RATES BY TYPE OF HOUSEHOLDER

	POVERTY RATE *		
	1969	1978	1981
ALL FEMALE HOUSEHOLDERS **	32.3%	31.4%	34.6%
White Female Householders	25.4%	23.5%	27.4%
Black Female Householders	53.2%	50.6%	52.9%
Hispanic Female Householders	-	53.1%	53.2%
ALL MALE HOUSEHOLDERS	-	5.3%	10.3%
White Male Householders	-	4.7%	8.8%
Black Male Householders	-	11.8%	19.1%
Hispanic Male Householders	-	-	19.2%
ALL HUSBAND-WIFE FAMILIES	6.9%	5.2%	6.8%
White	6.0%	4.7%	6.0%
Black	17.8%	11.3%	15.4%
Hispanic	-	-	15.1%

* A poverty rate is the percentage of persons or families whose income fell below the set poverty level. The poverty level is a determination of the cost of supporting a family, \$10,178 for a family of 4 in 1983.

** This item may be read as follows: The poverty rates for all women heading families with no husband present were 34.6% in 1981, 31.4% in 1978, and 32.3% in 1969.

Source: "A Growing Crisis, Disadvantaged Women and Their Children", U.S. Commission on Civil Rights, May 1983.

TABLE B-27

UNITED STATES
WOMEN AND MEN MAINTAINING FAMILIES BELOW POVERTY LEVEL, <1> 1980

	Women who maintain families<2>	Husbands in nuclear families	Men who maintain families<2>	Total all men & women
Fully Employed <3>	5.4%	2.6%	2.8%	2.5%
Partially Employed <4>	39.9%	11.0%	20.2%	11.8%
Involuntary Part-Time<5>				
Found only part-time	56.6%	26.2%	<6>	22.2%
Slack work, material shortage	28.3%	11.8%	22.0%	11.9%
Unemployed at some time *	55.6%	14.3%	24.0%	17.5%
Did not work	53.5%	13.7%	21.3%	20.9%
Ill, Disabled	49.3%	20.8%	24.9%	33.3%
Caring for home	59.4%	<6>	<6>	18.1%
Student	81.9%	37.7%	<6>	20.5%
Unable to find work	85.1%	53.4%	<6>	44.7%
Retired	11.1%	7.9%	11.3%	13.5%

* This item may be read as follows: Of all persons who were unemployed at some time during 1980, 17.5 percent were in poor families. Of women who maintained families alone and experienced unemployment, 55.6 percent were poor, compared to 24.0 percent of men who maintained families alone.

<1> After inclusion of cash transfers and excluding in-kind transfers such as food stamps and housing.

<2> Men and women maintaining families have no spouse present.

<3> Persons who worked 50-52 weeks of the year usu. at a full-time job.

<4> Less than 50 wks. per year or 50-52 wks. part-time.

<5> Persons who worked less than 35 hours for at least 1 week during the year (a)because they could only find part-time work or (b) because of the slack work or material shortages.

<6> Data not shown where base is less than 75,000.

Source: "A Growing Crisis, Disadvantaged Women and Their Children", U.S. Commission on Civil Rights, May 1983.

TABLE B-28

UNITED STATES
EDUCATIONAL LEVEL AND POVERTY, 1981

	ALL FAMILIES			
	ALL RACES	WHITE	BLACK	SPANISH ORIGIN
ELEMENTARY(< 8 yrs.)	25.0%	21.1%*	39.7%	35.0%
HIGH SCHOOL(4 yrs.)	9.5%	7.5%	26.0%	15.7%
COLLEGE(1 yr. or more)	4.1%	3.4%	12.4%	7.7%

	FEMALE-HEADED FAMILIES			
	ALL RACES	WHITE	BLACK	SPANISH ORIGIN
ELEMENTARY(< 8 yrs.)	48.8%	44.3%	56.5%	61.9%
HIGH SCHOOL(4 yrs.)	27.8%	21.5%	48.0%	34.5%
COLLEGE(1 yr. or more)	16.6%	13.9%	26.8%	27.6%

* The figures in this column can be interpreted as follows: The proportion of white families (both male and female headed) in poverty is 21.1 percent when the head of household has less than 8 years of education, decreasing to 7.5 and 3.4 percent, respectively, for higher levels of education.

TABLE B-29

UNITED STATES
POVERTY RATES FOR FEMALE HOUSEHOLDERS, 1981

	NO CHILDREN UNDER 18	ONE CHILD	TWO CHILDREN	THREE CHILDREN
WHITE FEMALE HEAD	12.7%	31.3%	38.8%	58.8%
No earners	26.9%	86.0%	89.1%	92.9%
Head only earner	11.5%	25.1%	27.3%	47.5%
BLACK FEMALE HEAD	35.8%	45.1%	61.2%	72.6%
No earners*	66.2%	88.7%	96.0%	97.7%
Head only earner*	37.1%	26.4%	42.1%	57.2%
HISPANIC FEMALE HEAD	30.5%	47.8%	60.1%	76.8%
No earners	64.0%	<1>	<1>	<1>
Head only earner	25.0%	30.4%	<1>	<1>

* This item may be read as follows: In 1981 black women maintaining their own families who had no children under the age of 18 in the home had a poverty rate of 66.2 percent if no one in the household was employed and 37.1 percent if the female head was the only person employed.

<1> Percentage not given when base is less than 75,000.

Source: "A Growing Crisis, Disadvantaged Women and Their Children", U.S. Commission on Civil Rights, May 1983.

TABLE B-30

MONTANA
 PERSONS 16 YEARS OF AGE AND OLDER
 WITH 1979 INCOME BELOW POVERTY LEVEL
 BY SEX, AGE, AND RACE

	TOTAL	INCOME BELOW Number	POVERTY LEVEL Percent
TOTAL PERSONS 16+	567,711	65,365	11.5%
16-24 yrs.	124,762	20,896	16.8%
25-54 yrs.	292,443	26,294	9.0%
55-64 yrs.	71,319	6,761	9.5%
65 and over	79,187	11,414	14.4%
TOTAL FEMALE 16+	287,679	38,097	13.2%
16-24 yrs.	62,196	11,746	18.9%
25-54 yrs.	145,317	14,791	10.2%
55-64 yrs.	36,244	3,974	11.0%
65 and over	43,922	7,586	17.3%
WHITE- TOTAL 16+	540,300	56,919	10.5%
16-24 yrs.	116,042	17,594	15.2%
25-54 yrs.	277,772	22,453	8.1%
55-64 yrs.	69,299	6,159	8.9%
65 and over	77,187	10,713	13.9%
WHITE- FEMALE 16+	273,399	33,310	12.2%
16-24 yrs.	57,850	10,022	17.3%
25-54 yrs.	137,490	12,488	9.1%
55-64 yrs.	35,187	3,625	10.3%
65 and over	42,872	7,175	16.7%
AMER. INDIAN- TOTAL 16+	22,341	7,206	32.3%
16-24 yrs.	7,278	2,837	39.0%
25-54 yrs.	11,790	3,248	27.6%
55-64 yrs.	1,605	476	29.7%
65 and over	1,668	645	38.7%
AMER. INDIAN- FEMALE 16+	11,693	4,127	35.3%
16-24 yrs.	3,678	1,490	40.5%
25-54 yrs.	6,283	1,986	31.6%
55-64 yrs.	835	272	32.6%
65 and over	897	379	42.3%

Source: Montana 1980 Census, Chapter D (Table 245).

TABLE B-31

MONTANA
SOURCE OF INCOME AND PERCENTAGE OF FAMILIES RECEIVING EACH TYPE
BY AGE, RACE, AND SEX OF HOUSEHOLDER, AND INCOME LEVEL, 1979 EARNINGS

ALL INCOME LEVELS	FAMILIES AGE OF HOUSEHOLDER		FAMILIES WITH FEMALE HOUSEHOLDER (NO HUSBAND PRESENT)	
	15-24YRS.	25-64YRS. 65YRS.&OVER	15-24YRS.	25-64YRS. 65YRS.&OVER
TOTAL FAMILIES	207,525	163,308	29,071	15,373
MEAN FAMILY INCOME	\$20,659	\$22,404	\$14,660	\$11,481
% OF AGGREGATE FAMILY INCOME				
EARNINGS	84.6%	89.7%	36.2%	75.1%
WAGE & SALARY	71.7%*	76.1%	25.3%	74.8%
SELF-EMPLOYMENT	12.9%	13.6%	10.9%	0.3%
SOCIAL SECURITY	4.5%	1.6%	31.4%	4.9%
PUBLIC ASSISTANCE	0.5%	1.1%	1.6%	5.7%
OTHER INCOME	10.4%	3.2%	31.3%	12.3%
% FAMILIES RECEIVING INCOME OF SPECIFIED TYPES				
EARNINGS	90.1%	96.4%	52.3%	78.0%
WAGE & SALARY	83.3%*	89.4%	42.7%	77.7%
SELF-EMPLOYMENT	25.1%	10.8%	18.6%	0.9%
SOCIAL SECURITY	20.4%	2.4%	89.5%	6.2%
PUBLIC ASSISTANCE	5.0%	8.1%	6.5%	35.0%
OTHER INCOME	65.9%	38.2%	95.2%	32.8%
INCOME BELOW POVERTY LEVEL				
TOTAL FAMILIES	19,019	2,701	2,165	1,317
MEAN INCOME	\$3,187	\$3,338	\$3,359	\$2,695
% AGGREGATE FAMILY INCOME				
EARNINGS	60.4%	73.8%	8.4%	50.6%
WAGE & SALARY	68.4%	70.4%	11.4%	50.4%
SELF-EMPLOYMENT **	-8.0%	3.4%	-3.0%	0.2%
SOCIAL SECURITY	15.0%	1.4%	72.7%	1.6%
PUBLIC ASSISTANCE	12.4%	17.9%	7.1%	40.7%
OTHER INCOME	12.2%	6.9%	11.8%	7.1%
% FAMILIES RECEIVING INCOME OF SPECIFIC TYPES				
EARNINGS	74.4%	81.4%	31.4%	65.5%
WAGE & SALARY	62.4%	78.4%	23.9%	64.7%
SELF-EMPLOYMENT	25.5%	5.8%	11.1%	1.1%
SOCIAL SECURITY	17.2%	2.9%	82.2%	2.2%
PUBLIC ASSISTANCE	19.6%	30.5%	14.4%	49.7%
OTHER INCOME	37.5%	24.2%	39.7%	21.6%

* These items are read as follows: For Montana families of all income levels, 71.7% of total family income came from wage and salary earnings, and 83.3% of all families received some income from wages and salaries.

** Mean income from farm self employment was negative, which can cause the total self employment category to be negative.

Source: Montana 1980 Census, Chapter D (Tables 238, 245, 248 and 250).

MONTANA- SOURCE OF INCOME AND PERCENTAGE OF FAMILIES RECEIVING EACH TYPE, Table B-31, cont.

	FAMILIES AGE OF HOUSEHOLDER		FAMILIES WITH FEMALE HOUSEHOLDER (NO HUSBAND PRESENT)	
	TOTAL	15-24YRS. 25-64YRS. 65 & OVER	TOTAL	15-24YRS. 25-64YRS. 65 & OVER
WHITE- ALL INCOME LEVELS				
TOTAL FAMILIES	198,336	14,098	155,989	28,249
MEAN INCOME	\$20,951	\$13,710	\$23,147	\$14,735
% OF AGGREGATE FAMILY INCOME				
EARNINGS	84.6%	95.5%	89.7%	35.7%
WAGE & SALARY	71.5%	90.2%	75.9%	24.8%
SELF-EMPLOYMENT	13.1%	5.3%	13.8%	10.9%
SOCIAL SECURITY	4.5%	0.4%	1.6%	31.6%
PUBLIC ASSISTANCE	0.4%	0.9%	0.4%	1.0%
OTHER INCOME	10.5%	3.2%	8.3%	31.75
% FAMILIES RECEIVING INCOME OF SPECIFIED TYPES				
EARNINGS	90.2%	97.1%	96.4%	51.9%
WAGE & SALARY	83.2%	95.6%	89.4%	42.2%
SELF-EMPLOYMENT	25.7%	11.3%	28.3%	18.7%
SOCIAL SECURITY	20.6%	2.2%	9.8%	89.7%
PUBLIC ASSISTANCE	4.3%	7.2%	3.7%	5.9%
OTHER INCOME	66.6%	38.6%	63.7%	96.2%
WHITE- INCOME BELOW POVERTY LEVEL				
TOTAL FAMILIES	16,289	2,228	12,146	1,915
MEAN FAMILY INCOME	\$3,038	\$3,389	\$2,953	\$3,166
% OF AGGREGATE FAMILY INCOME				
EARNINGS	61.0%	75.4%	67.6%	3.7%
WAGE & SALARY	71.0%	71.6%	81.6%	7.5%
SELF-EMPLOYMENT	-10.0%	3.9%	-14.0%	-3.8%
SOCIAL SECURITY	16.2%	0.6%	8.8%	79.4%
PUBLIC ASSISTANCE	10.1%	17.1%	9.6%	4.0%
OTHER INCOME	12.7%	6.9%	14.0%	12.9%
% FAMILIES RECEIVING INCOME OF SPECIFIED TYPES				
EARNINGS	75.4%	83.4%	81.3%	28.7%
WAGE & SALARY	61.7%	80.6%	64.7%	20.3%
SELF-EMPLOYMENT	28.8%	5.8%	35.6%	12.2%
SOCIAL SECURITY	17.2%	12.6%	9.9%	82.9%
PUBLIC ASSISTANCE	15.7%	29.3%	14.3%	9.2%
OTHER INCOME	38.2%	25.6%	40.0%	41.4%

FAMILIES WITH FEMALE HOUSEHOLDER (NO HUSBAND PRESENT)	
	AGE OF HOUSEHOLDER
TOTAL	15-24YRS. 25-64YRS. 65 & OVER

FAMILIES WITH FEMALE HOUSEHOLDER (NO HUSBAND PRESENT)					
FAMILIES			AGE OF HOUSEHOLDER		
TOTAL	15-24YRS.	25-64YRS.	65 & OVER	TOTAL	15-24YRS.
			25-64YRS.		
			65 & OVER		
AMERICAN INDIAN, ESKIMO & ALEUT					
ALL INCOME LEVELS					
TOTAL FAMILIES	7,579	840	6,036	703	
MEAN FAMILY INCOME	\$14,101	\$8,268	\$15,157	\$12,004	
% OF AGGREGATE FAMILY INCOME					
EARNINGS	85.1%	88.2%	87.2%	59.7%	
WAGE & SALARY	79.3%	87.1%	81.3%	49.6%	
SELF-EMPLOYMENT	5.8%	1.1%	5.9%	10.1%	
SOCIAL SECURITY	3.7%	1.5%	2.2%	22.3%	
PUBLIC ASSISTANCE	3.4%	5.2%	3.1%	5.2%	
OTHER INCOME	7.8%	4.7%	7.5%	12.8%	
% FAMILIES RECEIVING INCOME OF SPECIFIED TYPES					
EARNINGS	89.0%	90.1%	91.1%	68.0%	
WAGE & SALARY	86.8%	88.8%	89.1%	64.2%	
SELF-EMPLOYMENT	11.3%	5.8%	11.7%	14.5%	
SOCIAL SECURITY	17.1%	7.1%	11.4%	78.0%	
PUBLIC ASSISTANCE	20.8%	20.8%	20.2%	26.7%	
OTHER INCOME	52.4%	35.8%	54.0%	58.2%	
AMERICAN INDIAN, ESKIMO, AND ALEUT					
INCOME BELOW POVERTY LEVEL					
TOTAL FAMILIES	2,331	380	1,727	224	
MEAN INCOME	\$4,171	\$3,203	\$4,299	\$4,834	
% AGGREGATE FAMILY INCOME					
EARNINGS	58.3%	65.0%	60.6%	34.8%	
WAGE & SALARY	56.9%	63.7%	59.2%	33.6%	
SELF-EMPLOYMENT	1.4%	2.7%	1.4%	1.2%	
SOCIAL SECURITY	9.4%	6.3%	6.1%	35.0%	
PUBLIC ASSISTANCE	21.6%	20.4%	21.5%	23.9%	
OTHER INCOME	10.7%	8.3%	11.8%	6.3%	
% FAMILIES RECEIVING INCOME OF SPECIFIED TYPES					
EARNINGS	72.6%	79.5%	73.3%	55.4%	
WAGE & SALARY	70.7%	75.3%	71.7%	55.4%	
SELF-EMPLOYMENT	5.2%	6.8%	5.2%	2.7%	
SOCIAL SECURITY	17.4%	10.8%	11.7%	74.6%	
PUBLIC ASSISTANCE	41.5%	31.8%	41.8%	55.8%	
OTHER INCOME	36.2%	22.1%	40.3%	28.6%	

TABLE B-32

MONTANA
AFDC RECIPIENTS BY SEX AND CATEGORY OF PAYEE *
for the month of July 1982, 1983, 1984

	July 1982		July 1983		July 1984	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
PAYEE NOT INCLUDED **						
Incapacitation	9	26	12	20	10	27
Other reason	418	74	346	60	401	52
PAYEE INCLUDED **						
With income	569	36	766	47	897	49
Without income	3,920	199	4,807	247	5,109	302
TOTAL	4,916	335	5,931	374	6,417	430

* Aid to Families with Dependent Children- Monthly grants to provide day-to-day requirements of low income children in need because of the absence or incapacitation of a parent.

** The first category consists of cases in which the AFDC check does not include funds for the payee. The second category deals with the number of single parents receiving monies for themselves and their children.

TABLE B-33

STATE MEDICAIDE RECIPIENTS BY SEX AND AGE #
State Fiscal Year 1981

AGE	MALE	FEMALE
0-5 yrs.	8,235	7,968
6-14 yrs.	7,804	7,721
15-20 yrs.	2,650	5,400
21-25 yrs.	1,521	5,706
26-30 yrs.	947	2,767
31-64 yrs.	4,330	8,160
65-70 yrs.	1,232	1,681
71-80 yrs.	1,972	2,892
81 and over	2,894	5,975
TOTAL	31,587	48,272
TOTAL, including Unborn	81,317	

Includes Aid to Families of Dependent Children and Medicaid recipients.

Source: Montana Department of Social and Rehabilitative Services.

FOOTNOTES FOR INCOME SECTION

- (1)EARL F. MELLOR, "INVESTIGATING THE DIFFERENCES IN WEEKLY EARNINGS OF WOMEN AND MEN", MONTHLY LABOR REVIEW, JUNE 1984, P.17.
- (2)MELLOR, P.24.
- (3)MELLOR, P.26
- (4)SUSAN ERAKER, "WHY WOMEN AREN'T GETTING TO THE TOP", FORTUNE, APRIL 16, 1984, P.43.
- (5)BEVERLY L. JOHNSON AND ELIZABETH WALDMAN, "MOST WOMEN WHO MAINTAIN FAMILIES RECEIVE POOR LABOR MARKET RETURNS", MONTHLY LABOR REVIEW, DECEMBER 1983, P.31.
- (6)SYLVIA LAZOS TERRY, "WORK EXPERIENCE, EARNINGS, AND FAMILY INCOME IN 1981" MONTHLY LABOR REVIEW, APRIL 1983.
- (7)"WOMEN WHO HEAD FAMILIES: EMPLOYMENT PROBLEMS AND PERSPECTIVES", EMPLOYMENT AND TRAINING REPORT OF THE PRESIDENT 1979, P.95.
- (8)ECONOMIC OPPORTUNITY REPORT, CONFERENCE REPORT, JUNE 18, 1984, P.8.
- (9)JOHNSON AND WALDMAN, P.33.
- (10)MARY TUTHILL, "OUT OF THE KITCHEN, INTO THE WORK FORCE", NATION'S BUSINESS, MARCH 1981, P.80.
- (11)NETWORK NEWS, DISPLACED HOMEMAKER NETWORK, JUNE 1979

SECTION C

EDUCATION

EDUCATION

In the United States the median years of school completed was 12.6 for both sexes in 1979. In that year, 14.9 percent of women in the labor force had completed 4 or more years of college, compared to 19.6 percent of men in the labor force. Median educational attainment in Montana in 1980 was also 12.6 years, up from 12.3 in 1970.

MONTANA PERCENTAGE OF HIGH SCHOOL AND COLLEGE GRADUATES (persons age 25 & over)

	% Completed High School		% With 4 or More Years of College	
	Males	Females	Males	Females
1970 Census	55.6%	62.7%	12.7%	9.3%
1980 Census	72.8%	75.9%	20.1%	14.9%

Enrollment

TABLES C-1 and C-3 present a look at college enrollment in the United States. Since 1965 the percentage of women has grown from 38.7 percent to slightly over half of enrollees. The selected major fields of study shown give a progress report on some non-traditional areas for women. In 1980, 12.6 percent of engineering students were female, as were 25.7 percent of those studying medicine and 30.5 percent of those enrolled in architecture and environmental design.

The sex distribution of those enrolled in Montana's institutions of higher education is as follows:

MONTANA COLLEGE AND UNIVERSITY ENROLLMENT

	Male	Female	Females as a % of Total
1979	15,669	15,229	49.3%
1980	17,088	16,751	49.5%
1982	18,367	17,652	48.9%
1983	18,805	18,516	49.6%

A sex breakdown of older students (TABLE C-2) shows an even higher percentage of women. Of 1980 college enrollees age 45 and over, 65.9 percent were women.

Earned Degrees

In June of 1982, for the first time in 36 years, women received over one-half (50.3%) of all U.S. bachelor's degrees. Although female enrollment has exceeded that for males since 1979, National Center for Education Statistics records dating back to 1870 report more bachelor's degrees awarded to women only three times prior to 1982. This occurred during the war-related years of 1944, 1945, and 1946.

A twenty year comparison, illustrated by GRAPH C-1, indicates that women received two-fifths of bachelor's degrees in 1962 and one-half in 1982. One-third of master's degrees in 1962 and over one-half in 1982 went to women. Growth is even more pronounced at doctorate and professional levels. The proportion of female recipients multiplied 3 times for doctoral degrees and nine times for first-professional degrees.

EDUCATION, cont.

The proportions of Montana graduates who are female are as follows:

MONTANA WOMEN AS A PERCENTAGE OF TOTAL DEGREE RECIPIENTS

	Total	Bachelor's	Master's	1st Prof.	Doctoral
1965-66	36.9%	40.4%	15.8%	3.1%	6.5%
1974-75	40.9%	44.0%	29.1%	11.5%	9.9%
1982-83	46.5%	47.4%	44.8%	29.5%	21.6%

The numbers of bachelor's, master's, and doctoral degrees awarded U.S. men and women in 1980 are listed by field of study in TABLE C-5. The highest percentage of women were found in traditionally feminine fields such as education, library science, home economics, and health professions. The fields graduating the lowest proportion of women were engineering, military science, and the physical sciences. As women take advantage of increasing educational opportunities, however, they are expanding into all curriculum areas. From 1970 to 1980, the proportion of women earning degrees in medicine increased from 9 percent to 25 percent, and from 7 percent to 32 percent in the legal profession.

The HEGIS* Earned Degree Summary (TABLE C-6) gives a sex breakdown of Montana graduates by field of study and type of degree. The following is a summary of selected fields for all degrees, drawn from that table.

MONTANA 1982-83 GRADUATES (All degrees included)

SELECTED FIELDS	WOMEN	
	Number	% of Total
Agriculture & Natural Resources	132	32.2%
Business & Management	381	43.2%
Computer & Information Sciences	20	28.2%
Education	668	64.5%
Engineering	65	10.5%
Health Science & Allied Health	323	86.6%
Home Economics	75	97.4%
Law	29	34.5%
Life Sciences	99	46.7%
Mathematics	32	37.2%
Psychology	50	56.8%
Social Sciences	135	41.5%

*HEGIS- Higher Education General Information Survey, an annual survey of fall enrollment, tuition, and finances of all two and four year public and private colleges and universities.

EDUCATION, cont.

Placement

Although educational advancement has affected the occupational profile of women, family responsibilities may place limitations on a female college graduate's job search which are not a problem for males. A 1982 survey by the National Science Foundation found that women constituted 13 percent of the science and engineering work force, which is double the percentage of a decade ago.(1) Yet, in spite of these gains, women in science have significantly higher unemployment rates than their male counterparts. In his analysis of the survey, Michael Finn of Oak Ridge Associated Universities suggests that the higher unemployment rates are due to women's job search restrictions on geographic location, family responsibility, or a need for part-time employment.

In general, Montana female graduates in all areas of study found employment at an equivalent rate to males. Placement information by sex and field of study for Montana graduates is located in APPENDIX B.

Students in the Labor Force

About 29 percent of high school students and 40 percent of full-time college students had jobs in October 1983, most of whom were employed in the trade or service industries. High school students worked an average of nearly 14 hours per week, and full-time college students worked 18 hours weekly. Since 1970, the trend has been for the working hours of women to rise while those of men have remained the same. The average hours worked by full-time college women have increased by more than 3 hours since 1967.

HOURS WORKED IN NON-AG INDUSTRIES BY PERSONS AGE 16-24 (2) OCTOBER 1983

	High School Students	Full-time College Students
TOTAL AT WORK	2,836,000	2,509,000
Percent	100.0%	100.0%
1-14 hours	57.2%	33.8%
15-21 hours	28.6%	38.5%
22-34 hours	9.9%	18.2%
35 hours & over	4.3%	9.5%
AVERAGE HOURS		
Total	13.6	18.2
Men	14.3	19.6
Women	13.0	17.6

TABLE C-1

UNITED STATES
TOTAL ENROLLMENT IN INSTITUTIONS OF HIGHER EDUCATION
BY SEX OF STUDENT, FALL 1965- FALL 1980

YEAR	TOTAL ENROLLMENT	MEN	WOMEN	WOMEN AS % OF TOTAL
1965	5,920,864	3,630,020	2,290,844	38.7%
1966	6,389,872	3,856,216	2,533,656	39.7%
1967	6,911,748	4,132,800	2,778,948	40.2%
1968	7,513,091	4,477,649	3,035,442	40.4%
1969	8,004,660	4,746,201	3,258,459	40.7%
1970	8,580,887	5,043,642	3,537,245	41.2%
1971	8,948,644	5,207,004	3,741,640	41.8%
1972	9,214,860	5,238,757	3,976,103	43.2%
1973	9,602,123	5,371,052	4,231,071	44.1%
1974	10,223,729	5,622,429	4,601,300	45.0%
1975	11,184,859	6,148,997	5,035,862	45.0%
1976	11,012,137	5,810,828	5,201,309	47.2%
1977	11,285,787	5,789,016	5,496,771	48.7%
1978	11,260,092	5,640,998	5,619,094	49.9%
1979	11,569,899	5,682,877	5,887,022	50.9%
1980	12,096,895	5,874,374	6,222,521	51.4%

Source: U.S. Department of Education, National Center for Education Statistics, "Earned Degrees Conferred", 1980.

TABLE C-2

MONTANA
NUMBER ENROLLED IN COLLEGE BY AGE AND SEX, 1980

Age	TOTAL	WOMEN	
		Number	%
25-29 yrs.	5,297	2,276	43.0%
30-34 yrs.	2,927	1,381	47.2%
35-39 yrs.	1,504	896	59.6%
40-44 yrs.	887	437	49.3%
45-54 yrs.	828	530	64.0%
55-64 yrs.	336	228	67.6%
65 yrs. & over	260	181	69.6%
TOTAL ALL AGES	35,875		
Age 25 and over	33.6%		
Age 45 and over	4.0%		
TOTAL AGE 45 & OVER	1,424		
Women	939	65.9%	

Source: Montana 1980 Census, Chapter D.

TABLE C-3

UNITED STATES
TOTAL ENROLLMENT IN INSTITUTIONS OF HIGHER EDUCATION
IN SELECTED MAJOR FIELDS OF STUDY BY SEX
FALL 1978 AND 1980

SELECTED MAJOR FIELDS OF STUDY	TOTAL	WOMEN	
		Number	%
1978			
TOTAL	11,257,111	5,618,140	49.9%
Agriculture & Natural Resources	145,784	42,312	29.0%
Architecture & Environmental Design	66,106	17,334	26.2%
Biological Sciences	294,433	129,193	43.9%
Business & Management	1,475,530	574,617	38.9%
Dentistry	21,793	3,058	14.0%
Engineering	517,935	55,121	10.6%
Law	118,420	36,024	30.4%
Medicine	66,713	15,472	23.2%
Physical Sciences	163,554	40,191	24.6%
Veterinary Medicine	7,186	2,424	33.7%
All Other	8,379,657	4,702,394	56.1%
1980			
TOTAL	12,096,895	6,222,521	51.4%
Agriculture & Natural Resources	143,902	45,861	31.9%
Architecture & Environmental Design	74,611	22,727	30.5%
Biological Sciences	270,419	127,783	47.3%
Business & Management	1,661,705	742,348	44.7%
Dentistry	22,668	3,856	17.0%
Engineering	616,234	77,414	12.6%
Law	118,993	40,424	34.0%
Medicine	74,132	19,072	25.7%
Physical Sciences	173,356	47,765	27.6%
Veterinary Medicine	8,164	3,184	39.0%
All Other	8,932,711	5,092,087	57.0%

Source(both Tables): U.S. Department of Education, National Center for Education Statistics, "Earned Degrees Conferred", 1980

UNITED STATES
EARNED DEGREES CONFERRED BY TYPE OF DEGREE AND SEX OF RECIPIENT

SELECTED YEARS	BACHELOR'S DEGREES		
	Women	Men	Women as % of total
1966	223,066	301,051	42.6%
1968	274,607	357,682	43.4%
1970	341,219	451,097	43.1%
1972	386,683	500,590	43.6%
1976	420,821	504,925	45.8%
1977	424,004	495,545	46.1%
1978	439,135	491,066	47.2%
1979-1980	473,417	455,806	50.9%

	FIRST PROFESSIONAL DEGREES*		
	Women	Men	Women as % of total
1966	1,425	30,071	4.5%
1968	1,596	32,825	4.6%
1970	1,841	33,077	5.3%
1972	2,688	40,723	6.2%
1976	9,757	52,892	15.6%
1977	11,985	52,374	18.6%
1978	14,411	52,553	21.5%
1979-1980	17,415	52,716	24.8%

	MASTER'S DEGREES		
	Women	Men	Women as % of total
1966	47,588	93,184	33.8%
1968	63,230	113,519	35.8%
1970	82,667	125,624	39.7%
1972	102,083	149,550	40.6%
1976	144,523	167,248	46.4%
1977	149,381	167,783	47.1%
1978	151,108	161,708	48.3%
1979-1980	147,332	150,749	49.4%

	DOCTORAL DEGREES		
	Women	Men	Women as % of total
1966	2,118	16,121	11.6%
1968	2,906	20,183	12.6%
1970	3,976	25,890	13.3%
1972	5,273	28,090	15.8%
1976	7,797	26,267	22.9%
1977	8,090	25,142	24.3%
1978	8,487	23,669	26.4%
1979-1980	9,672	22,943	29.7%

* First Professional Degree signifies both completion of academic requirements and a level of skill beyond normal requirement for a bachelor's degree, usu. at least 2 years of higher education before entering the program and a final total of at least 6 years. Examples: dentistry, veterinary medicine, law.

Source: U.S. Department of Education, National Center for Education Statistics, "Earned Degrees Conferred", 1980.

UNITED STATES
BACHELOR'S, MASTER'S AND DOCTOR'S DEGREES CONFERRED
BY INSTITUTIONS OF HIGHER EDUCATION, BY SEX OF STUDENT AND
BY FIELD OF STUDY, 1979-80

FIELD OF STUDY	BACHELOR'S (4-5yrs.)		
	Total	Women	Women as % of total
ALL FIELDS	929,417	455,806	49.0%
Ag. & Natural Resources	22,802	6,757	29.6%
Architecture & Environmental Design	9,132	2,536	27.8%
Area Studies	2,489	1,506	60.5%
Biological Sciences	46,370	19,542	42.1%
Business & Management	186,683	62,719	33.6%
Communications	28,616	14,960	52.3%
Computer & Info Science	11,154	3,372	30.2%
Education	118,102	87,206	73.8%
Engineering	68,893	6,405	9.3%
Fine & Applied Arts	40,892	25,827	63.2%
Foreign Languages	11,133	8,402	75.5%
Health Professions	63,920	52,529	82.2%
Home Economics	18,411	17,550	95.3%
Law	683	311	45.5%
Letters	40,633	24,108	59.3%
Library Science	398	378	95.0%
Mathematics	11,378	4,816	42.3%
Military Sciences	251	10	4.0%
Physical Sciences	23,410	5,546	23.7%
Psychology	41,962	26,543	63.3%
Public Affairs & Services	37,555	20,631	54.9%
Social Sciences	103,870	45,294	43.6%
Theology	6,207	1,582	25.5%
Interdisciplinary Studies	34,473	17,276	50.1%
	MASTER'S DEGREES		
	Total	Women	Women as % of total
ALL FIELDS	298,081	147,332	49.4%
Ag. & Natural Resources	3,082	894	22.5%
Architecture & Environmental Design	3,139	894	28.5%
Area Studies	772	403	47.8%
Biological Science	6,510	2,412	37.1%
Business & Management	55,148	12,305	22.3%
Communications	3,082	1,555	50.5%
Computer & Info Science	3,647	764	21.0%
Education	103,453	72,578	70.2%
Engineering	16,243	1,142	7.0%
Fine & Applied Arts	8,708	4,641	53.3%
Foreign Languages	2,236	1,570	70.2%
Health Professions	15,704	11,347	72.3%
Home Economics	2,690	2,456	91.3%
Law	1,817	286	15.7%
Letters	8,509	5,140	60.4%

U.S. EARNED DEGREES CONFERRED BY FIELD, TABLE C-5, cont.

MASTER'S DEGREES, cont.

	Total	Women	Women as % of total
Library Science	5,374	4,370	81.3%
Mathematics	2,860	1,032	36.1%
Military Science	46	0	0
Physical Sciences	5,219	971	18.6%
Psychology	7,806	4,430	56.8%
Public Affairs & Services	20,087	10,463	52.1%
Social Sciences	12,181	4,396	36.1%
Theology	3,922	1,217	31.0%
Interdisciplinary Studies	4,952	2,091	42.2%

DOCTORAL DEGREES

	Total	Women	Women as % of total
ALL FIELDS	22,943	9,672	29.7%
Ag. & Natural Resources	991	112	11.3%
Architecture & Environmental Design	79	13	16.5%
Area Studies	145	50	34.5%
Biological Sciences	3,636	946	26.0%
Business & Management	796	115	14.5%
Communications	193	72	37.3%
Computer & Infor Science	240	27	11.3%
Educations	7,940	3,521	44.4%
Engineering	2,507	95	3.8%
Fine & Applied Arts	655	242	37.0%
Foreign Languages	549	315	57.4%
Health Professions	786	351	44.7%
Home Economics	192	146	76.0%
Law	40	4	10.0%
Letters	1,875	768	41.0%
Library Science	73	38	52.1%
Mathematics	724	100	13.8%
Military Science	--	--	--
Physical Sciences	3,089	384	12.4%
Psychology	2,768	1,166	42.1%
Public Affairs & Services	392	138	35.2%
Social Sciences	3,225	874	37.2%
Theology	1,319	77	5.8%
Interdisciplinary Studies	401	118	29.4%

Source: U.S. Department of Education, National Center for Education Statistics, "Earned Degrees Conferred", 1980.

TABLE C-6

HEGIS* EARNED DEGREE SUMMARY, 1982-83 FY
MONTANA

Discipline	Bachelor		Masters		Doctoral		Associate		1yr.Cert.		1st Prof.		2yr.Cert.		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
AGRICULTURAL BUS.& MGMT., GENERAL	34	10	-	-	-	-	-	2	-	-	-	-	-	-	46
AGRICULTURAL MECHANICS, GENERAL	-	-	-	-	-	-	-	-	4	-	-	-	-	-	4
AGRICULTURAL TECHNOLOGIES	-	-	-	-	-	-	13	3	-	-	-	-	-	-	16
TOTAL, AGRIBUSINESS & AG. PRODUCT	34	10	-	-	-	-	15	3	4	-	-	-	-	-	66
AGRICULTURAL SCIENCES, GENERAL	57	44	-	-	-	-	-	-	-	-	-	-	-	-	101
ANIMAL SCIENCES, GENERAL	-	-	5	-	-	-	-	-	-	-	-	-	-	-	5
LIVESTOCK	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3
AGRONOMY	-	-	4	2	3	1	-	-	-	-	-	-	-	-	11
RANGE MANAGEMENT	-	-	6	-	-	-	-	-	-	-	-	-	-	-	6
SOIL SCIENCES, GENERAL	-	-	5	-	-	-	-	-	-	-	-	-	-	-	5
TOTAL, AGRICULTURAL SCIENCES	57	44	20	3	3	1	-	-	-	-	-	-	2	1	131
RENEWABLE RESOURCES, GENERAL	7	12	5	1	-	-	-	-	-	-	-	-	-	-	25
CONSERVATION & REGULATION, GEN.	14	11	-	1	-	-	-	-	-	-	-	-	-	-	26
FORESTRY & RELATED SCIENCES, GEN.	19	3	7	3	1	-	-	-	-	-	-	-	-	-	33
FOREST SCIENCE	-	-	-	-	-	-	1	2	-	-	-	-	-	-	3
FOREST MANAGEMENT	46	15	-	-	-	-	-	-	-	-	-	-	-	-	61
FORESTRY & RELATED SCIENCES, OTHER	-	-	-	-	-	-	6	2	-	-	-	-	-	-	8
WILDLIFE MANAGEMENT	31	15	6	5	-	-	-	-	-	-	-	-	-	-	57
TOTAL, RENEWABLE NAT. RESOURCES	117	56	18	10	1	-	7	4	-	-	-	-	-	-	213
ARCHITECTURE	36	4	-	-	-	-	-	-	-	-	-	-	-	-	40
AMERICAN INDIAN STUDIES	-	-	-	-	-	-	1	1	-	-	-	-	-	-	2
BUSINESS & MANAGEMENT, GENERAL	115	99	-	-	-	-	-	-	-	-	-	-	-	3	217
ACCOUNTING	92	92	-	-	-	-	1	1	-	-	-	-	-	-	186
BANKING & FINANCE	65	30	-	-	-	-	-	4	-	-	-	-	-	-	99
BUSINESS ADMIN. & MGMT., GEN.	128	92	49	11	-	-	15	26	-	-	-	-	-	-	321
BUSINESS ADMIN. & MGMT., OTHER	-	4	-	-	-	-	-	-	-	-	-	-	-	-	4
BUSINESS ECONOMICS	5	1	5	-	-	-	-	-	-	-	-	-	-	-	11
HUMAN RESOURCES DEVELOPMENT	5	2	-	-	-	-	-	-	-	-	-	-	-	-	7
TRANSPORTATION MANAGEMENT	2	1	-	-	-	-	-	-	-	-	-	-	-	-	3
INSURANCE & RISK MANAGEMENT	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1
INSTITUTIONAL MANAGEMENT	3	1	-	-	-	-	-	-	-	-	-	-	-	-	4
INTERNATIONAL BUSINESS MGMT.	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2
MANAGEMENT INFORMATION SYSTEMS	8	8	-	-	-	-	-	-	-	-	-	-	-	-	16
MARKETING MANAGEMENT	5	5	-	-	-	-	-	-	-	-	-	-	-	-	10
TOTAL, BUSINESS & MANAGEMENT	430	336	54	11	-	-	16	31	-	-	-	-	-	3	881
ACCOUNTING\BOOKKEEPING	-	-	-	-	-	-	2	13	-	-	-	-	-	-	15
SECRETARIAL & REL. PROGRAMS, GEN.	-	-	-	-	-	-	-	18	-	-	-	-	-	-	18
LEGAL SECRETARIAL	-	-	-	-	-	-	-	4	-	-	-	-	-	-	4
MEDICAL SECRETARIAL	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2
SECRETARIAL	-	-	-	-	-	-	-	12	-	-	-	-	-	-	12
STENOGRAPHIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
SECRETARIAL & REL. PROGRAMS, OTHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8
TYPING, GENERAL OFFICE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
CLERK-TYPIST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12
TOTAL, BUSINESS & OFFICE	-	-	-	-	-	-	2	49	-	-	-	-	-	29	80

*HEGIS- Higher Education General Information Survey
Source: Montana University System, program by Paul Dunham, 1984.

HEGIS EARNED DEGREE SUMMARY, TABLE C-6 cont.

	Bachelor's		Master's		Doctoral		Associate		1yr. Cert.		1st Prof.		2yr. Cert.	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
COMMUNICATIONS, GENERAL	5	33	3	4	-	-	-	-	-	-	-	-	-	-
JOURNALISM	15	8	-	1	-	-	-	-	-	-	-	-	-	-
RADIO/TV NEWS BROADCAST	3	7	-	-	-	-	-	-	-	-	-	-	-	-
BROADCAST COMMUNICATIONS	1	1	-	-	-	-	2	3	-	-	-	-	-	-
TOTAL, COMMUNICATION	24	49	3	5	-	-	2	3	-	-	-	-	-	-
RADIO & TV PRODUCTION & BROADCAST TECH.	26	16	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER & INFORMATION SCIENCES	42	15	3	1	-	-	6	4	-	-	-	-	-	-
EDUCATION, GENERAL	3	7	34	53	4	1	-	3	-	-	-	-	-	-
EDUCATION ADMIN., GENERAL	-	-	19	5	4	2	-	-	-	-	-	-	-	-
SCHOOL PSYCHOLOGY	-	-	1	1	-	-	-	-	-	-	-	-	-	-
SPECIAL EDUCATION, GENERAL	5	41	4	14	-	-	-	-	-	-	-	-	-	-
EDUCATION OF THE MENTALLY HANDICAPPED	-	-	-	5	-	-	-	-	-	-	-	-	-	-
SPECIFIC LEARNING DISABILITIES	-	-	-	3	-	-	-	-	-	-	-	-	-	-
STUDENT COUNSELING & PERSONNEL SERVICES	-	-	-	40	-	-	-	-	-	-	-	-	-	-
ADULT & CONTINUING EDUCATION	2	14	7	15	-	-	-	-	-	-	-	-	-	-
ELEMENTARY EDUCATION	38	287	4	11	-	-	-	-	-	-	-	-	-	-
SECONDARY EDUCATION	14	7	1	2	-	-	-	-	-	-	-	-	-	-
AGRICULTURAL EDUCATION	9	2	1	-	-	-	-	-	-	-	-	-	-	-
ART EDUCATION	4	4	-	-	-	-	-	-	-	-	-	-	-	-
BUSINESS EDUCATION	4	12	1	5	-	-	-	-	-	-	-	-	-	-
ENGLISH EDUCATION	3	7	-	-	-	-	-	-	-	-	-	-	-	-
INDUSTRIAL ARTS EDUCATION	36	-	4	-	-	-	-	-	-	-	-	-	-	-
MATHEMATICS EDUCATION	6	6	-	-	-	-	-	-	-	-	-	-	-	-
MUSIC EDUCATION	12	18	3	1	-	-	-	-	-	-	-	-	-	-
PHYSICAL EDUCATION	75	70	12	4	-	-	-	-	-	-	-	-	-	-
READING EDUCATION	-	-	2	8	-	-	-	-	-	-	-	-	-	-
SCIENCE EDUCATION	6	3	-	-	-	-	-	-	-	-	-	-	-	-
SOCIAL SCIENCE EDUCATION	9	7	-	-	-	-	-	-	-	-	-	-	-	-
SOCIAL STUDIES EDUCATION	2	4	-	-	-	-	-	-	-	-	-	-	-	-
TECHNICAL EDUCATION	-	-	6	3	-	-	-	-	-	-	-	-	-	-
TRADES & INDUSTRIAL EDUCATION	1	1	-	-	-	-	-	-	-	-	-	-	-	-
EARLY CHILDHOOD EDUCATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL, EDUCATION	229	489	131	170	8	3	-	3	-	-	-	-	-	-
ENGINEERING, GENERAL	17	1	1	-	-	-	20	13	-	-	-	-	-	-
AGRICULTURAL ENGINEERING	9	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICAL ENGINEERING	38	9	9	-	2	-	-	-	-	-	-	-	-	-
CIVIL ENGINEERING	102	7	6	1	1	-	-	-	-	-	-	-	-	-
ELECTRICAL, ELECTRONICS & COMMUNICATIONS ENGINEERING	86	6	9	-	-	-	-	-	-	-	-	-	-	-
ENVIRONMENTAL HEALTH ENG.	13	3	7	-	-	-	-	-	-	-	-	-	-	-
GEOLOGICAL ENGINEERING	10	5	2	-	-	-	-	-	-	-	-	-	-	-
GEOPHYSICAL ENGINEERING	7	2	2	-	-	-	-	-	-	-	-	-	-	-
INDUSTRIAL ENGINEERING	10	3	8	1	-	-	-	-	-	-	-	-	-	-
MECHANICAL ENGINEERING	86	1	5	-	-	-	-	-	-	-	-	-	-	-
METALLURGICAL ENGINEERING	2	2	2	-	-	-	-	-	-	-	-	-	-	-
MINING & MINERAL ENGINEERING	22	3	3	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM ENGINEERING	62	7	-	-	-	-	-	-	-	-	-	-	-	-
MINERAL PROCESSING ENGINEERING	7	-	1	1	-	-	-	-	-	-	-	-	-	-
TOTAL, ENGINEERING	478	49	55	3	3	-	20	13	-	-	-	-	-	-

HEGIS EARNED DEGREE SUMMARY, TABLE C-6 cont.

	Bachelor's		Master's		Doctoral		Associate		1yr.Cert.		1st Prof.		2yr. Cert.		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
ARCHITECTURAL DESIGN & CONSTRUCTION TECHNOLOGY	13	-	-	-	-	-	5	1	-	-	-	-	-	-	19
DRAFTING & DESIGN TECHNOLOGIES	5	4	-	-	-	-	15	5	-	-	-	-	-	-	29
SURVEYING & MAPPING TECHN.	-	-	-	-	-	-	14	2	-	-	-	-	-	-	16
COMPUTER TECHNOLOGIES	-	-	-	-	-	-	5	4	-	-	-	-	-	-	9
ELECTRICAL TECHNOLOGIES	-	-	-	-	-	-	4	-	-	-	-	-	-	-	4
ELECTRONIC TECHNOLOGIES	9	-	-	-	-	-	11	-	-	-	-	-	18	1	39
WASTE & WASTEWATER TECHN.	-	-	-	-	-	-	2	4	-	-	-	-	-	-	6
INDUSTRIAL TECHNOLOGIES	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2
WELDING TECHNOLOGIES	-	-	-	-	-	-	5	-	1	-	-	-	-	-	6
OCCUP. HEALTH & SAFETY TECHN.	10	5	-	-	-	-	-	-	-	-	-	-	-	-	15
AUTOMOTIVE TECHNOLOGY	5	-	-	-	-	-	18	-	8	-	-	-	7	1	39
MECHANICAL DESIGN TECHNOLOGY	2	-	-	-	-	-	1	-	-	-	-	-	-	-	3
DIESEL TECHNOLOGY	8	-	-	-	-	-	14	-	2	-	-	-	-	-	24
TOTAL, ENGINEERING TECHNOLOGIES	54	9	-	-	-	-	94	16	11	-	-	-	25	2	211
FOREIGN LANGUAGES, MULTI-EMPHASIS	2	6	-	-	-	-	-	-	-	-	-	-	-	-	8
RUSSIAN	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
GERMAN	1	5	-	-	-	-	-	-	-	-	-	-	-	-	6
FRENCH	1	6	-	-	-	-	-	-	-	-	-	-	-	-	7
LATIN	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
SPANISH	2	4	-	-	-	1	-	-	-	-	-	-	-	-	7
TOTAL, FOREIGN LANGUAGES	7	22	-	-	-	1	-	-	-	-	-	-	-	-	30
DENTAL HYGIENE	-	16	-	-	-	-	-	-	-	-	-	-	-	-	16
MEDICAL LABORATORY TECHNOLOGY	-	12	-	-	-	-	-	-	-	-	-	-	-	-	12
MEDICAL TECHNOLOGY	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2
MENTAL HEALTH/HUMAN SERVICES TECH.	-	-	-	-	-	-	3	15	-	-	-	-	-	-	18
REHABILITATION COUNSELING	3	6	2	9	-	-	-	-	-	-	-	-	-	-	20
MENTAL HEALTH/HUMAN SERVICES, OTHER-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1
PHYSICAL THERAPY	7	11	-	-	-	-	-	-	-	-	-	-	-	-	18
SPEECH-LANGUAGE PATHOLOGY\	1	13	-	-	-	8	-	-	-	-	-	-	-	-	22
AUDIOTOLOGY	12	60	2	17	-	-	3	15	-	-	-	-	-	-	109
TOTAL, ALLIED HEALTH	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEDICAL RECORDS ADMIN.	-	4	-	-	-	-	-	-	-	-	-	-	-	-	4
MEDICINE, OTHER	8	130	-	-	-	6	-	-	-	-	-	-	-	-	144
NURSING, GENERAL	-	-	-	-	-	-	5	66	-	-	-	-	-	-	71
PHARMACY	16	21	-	-	-	1	-	-	-	-	-	-	-	-	38
PRE-MEDICINE	3	1	-	-	-	-	-	-	-	-	-	-	-	-	4
PRE-VETERINARY	-	-	1	2	-	-	-	-	-	-	-	-	-	-	3
TOTAL, HEALTH SCIENCES	27	156	1	9	-	9	5	66	-	-	-	-	-	-	264
HOME ECONOMICS, GENERAL	2	67	-	-	-	8	-	-	-	-	-	-	-	-	77
LAW	-	-	-	-	-	-	-	-	-	-	55	23	-	-	78
LEGAL ASSISTING	-	-	-	-	-	-	-	6	-	-	-	-	-	-	6
TOTAL, LAW	-	-	-	-	-	-	-	6	-	-	55	23	-	-	84
ENGLISH, GENERAL	37	55	2	2	-	-	-	1	-	-	-	-	-	-	97
CLASSICS	3	-	-	-	-	-	-	-	-	-	-	-	-	-	3
CREATIVE WRITING	-	-	6	8	-	-	-	-	-	-	-	-	-	-	14
SPEECH, DEBATE, & FORENSICS	9	32	-	-	-	-	-	-	-	-	-	-	-	-	41
TOTAL, LETTERS	49	87	8	10	-	-	-	1	-	-	-	-	-	-	155

HEGIS EARNED DEGREE SUMMARY, TABLE C-6 cont.

	Bachelors		Masters		Doctoral		Associate		1 Yr. Cert.		1st Prof.		2 Yr. Cert.		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
LIBERAL\GENERAL STUDIES	2	9	-	-	-	-	53	86	-	-	-	-	-	-	150
BIOLOGY, GENERAL	61	42	5	4	-	-	-	-	-	-	-	-	-	-	112
BIOCHEMISTRY	-	-	2	-	2	1	-	-	-	-	-	-	-	-	5
BOTANY, GENERAL	5	5	-	1	1	-	-	-	-	-	-	-	-	-	12
PLANT PATHOLOGY	-	-	3	1	3	-	-	-	-	-	-	-	-	-	7
MICROBIOLOGY	11	29	3	2	2	-	-	-	-	-	-	-	-	-	47
ZOOLOGY, GENERAL	12	11	-	1	2	2	-	-	-	-	-	-	-	-	28
ENTOMOLOGY	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL, LIFE SCIENCES	89	87	14	9	10	3	-	-	-	-	-	-	-	-	212
MATHEMATICS, GENERAL	41	22	8	6	-	1	2	-	-	-	-	-	-	-	80
PURE MATHEMATICS	2	2	-	-	-	-	-	-	-	-	-	-	-	-	4
STATISTICS	-	-	-	1	1	-	-	-	-	-	-	-	-	-	2
TOTAL, MATHEMATICS	43	24	8	7	1	1	2	-	-	-	-	-	-	-	86
BIOLOGICAL & PHYSICAL SCIENCES	-	-	-	-	-	-	10	8	-	-	-	-	-	-	18
ENVIRONMENTAL STUDIES	-	-	4	3	-	-	-	-	-	-	-	-	-	-	7
INTERDISCIPLINARY STUDIES	1	-	-	2	-	-	-	-	-	-	-	-	-	-	3
SOCIETY & TECHNOLOGY	11	10	-	-	-	-	-	-	-	-	-	-	-	-	21
NATURAL HERITAGE	5	2	-	-	-	-	-	-	-	-	-	-	-	-	7
ARTS & SCIENCES, GENERAL	-	-	-	-	-	-	29	17	-	-	-	-	-	-	46
ASSOCIATE OF ARTS	-	-	-	-	-	-	17	13	-	-	-	-	-	-	30
TOTAL, MULTI\INTERDISCIPLINARY	17	12	4	5	-	-	56	38	-	-	-	-	-	-	132
PHILOSOPHY	9	1	1	-	-	-	-	-	-	-	-	-	-	-	11
RELIGION	3	1	-	-	-	-	-	-	-	-	-	-	-	-	4
TOTAL, PHILOSOPHY & RELIGION	12	2	1	-	-	-	-	-	-	-	-	-	-	-	15
RELIGIOUS EDUCATION	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
THEOLOGICAL STUDIES	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2
TOTAL, THEOLOGY	2	1	-	-	-	-	-	-	-	-	-	-	-	-	3
CHEMISTRY, GENERAL	22	9	2	2	7	2	-	-	-	-	-	-	-	-	44
GEOLOGY	40	16	12	8	1	-	-	-	-	-	-	-	-	-	77
GEOCHEMISTRY	-	-	2	1	-	-	-	-	-	-	-	-	-	-	3
EARTH SCIENCE	28	12	4	1	-	-	-	-	-	-	-	-	3	5	53
PHYSICS, GENERAL	11	1	4	-	2	-	-	-	-	-	-	-	-	-	18
TOTAL, PHYSICAL SCIENCES	101	38	24	12	10	2	-	-	-	-	-	-	3	5	195
PSYCHOLOGY, GENERAL	30	45	4	4	4	1	-	-	-	-	-	-	-	-	88
LAW ENFORCEMENT	-	-	-	-	-	-	7	1	-	-	-	-	-	-	8
FIRE CONTROL & SAFETY TECHN.	-	-	-	-	-	-	3	-	-	-	-	-	-	-	3
TOTAL, PROTECTIVE SERVICES	-	-	-	-	-	-	10	1	-	-	-	-	-	-	11
PUBLIC ADMINISTRATION	1	-	9	8	-	-	-	-	-	-	-	-	-	-	18
SOCIAL WORK, GENERAL	10	30	-	-	-	-	-	-	-	-	-	-	-	-	40
TOTAL, PUBLIC AFFAIRS	11	30	9	8	-	-	-	-	-	-	-	-	-	-	58
SOCIAL SCIENCES, GENERAL	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
ANTHROPOLOGY	6	11	2	3	-	-	-	-	-	-	-	-	-	-	22
CRIMINOLOGY	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13
ECONOMICS	27	8	3	-	-	-	-	-	-	-	-	-	-	-	38

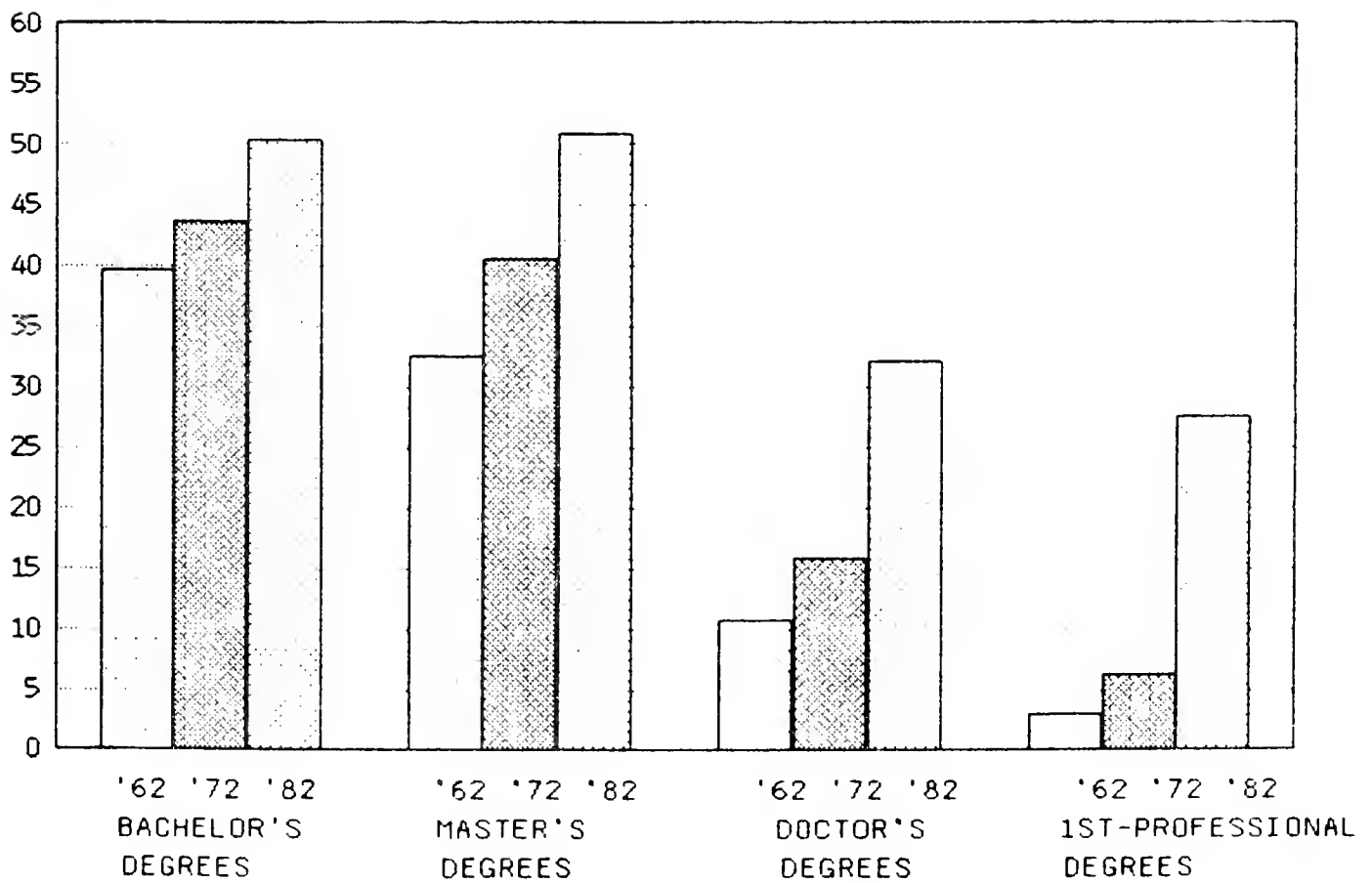
REGIS EARNED DEGREE SUMMARY, TABLE C-6 cont.

	Bachelors		Masters		Doctoral		Associate		1/yr. Cert.		1st Prof.		2yr. Cert.		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
GEOGRAPHY															
HISTORY	19	2	1	-	-	-	-	-	-	-	-	-	-	-	14
POLITICAL SCIENCE & GOVT.	38	27	3	2	-	-	-	-	-	-	-	-	-	-	70
SOCIOLOGY	36	23	-	-	-	-	-	-	-	-	-	-	-	-	59
HISTORY\POLITICAL SCIENCE	44	49	-	1	-	-	-	-	-	-	-	-	-	-	94
HUMAN SERVICES	4	2	-	-	-	-	-	-	-	-	-	-	-	-	6
TOTAL, SOCIAL SCIENCES	165	124	9	6	-	-	3	5	-	-	-	-	-	-	8
CARPENTRY															325
ELECTRICAL & POWER TRANSMISSION	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3
INSTALLATION	-	-	-	-	-	-	-	-	-	-	-	-	4	-	4
TOTAL, CONSTRUCTION TRADES	-	-	-	-	-	-	-	-	-	-	-	-	6	1	7
CONVENTIONAL ELECTRIC POWER															
GENERATION	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
VISUAL & PERFORMING ARTS, GENL.															
DANCE	19	41	7	2	-	-	-	-	-	-	-	-	-	-	69
DRAMATIC ARTS	-	5	-	-	-	-	-	-	-	-	-	-	-	-	3
FINE ARTS, GENERAL	8	10	3	2	-	-	-	-	-	-	-	-	-	-	23
MUSIC, GENERAL	10	21	1	3	-	-	-	-	-	-	-	-	-	-	35
MUSIC PERFORMANCE	3	4	-	-	-	-	-	-	-	-	-	-	-	-	7
MUSIC THEORY & COMPOSITION	2	4	1	3	-	-	-	-	-	-	-	-	-	-	10
TOTAL, VISUAL & PERFORMING ARTS	42	83	13	10	-	-	-	-	-	-	-	-	-	-	1
GRAND TOTAL	2,138	1,924	381	309	40	11	309	345	15	-	55	23	36	44	5,630

GRAPH C-I

PERCENT OF EARNED DEGREES RECEIVED BY WOMEN IN UNITED STATES
1962, 1972, AND 1982

PERCENT



SOURCE: U.S. DEPART. OF EDUCATION, NATIONAL CENTER FOR EDUCATION STAISTICS

FOOTNOTES FOR EDUCATION

(1)"Economic Diary", Business Week, May 21, 1984, p.24.

(2) Anne McDougall Young, "Fewer Students in Work Force as School Age Population Declines", Monthly Labor Review, July 1984.

SECTION D

OLDER WORKERS

OLDER WORKERS *

In 1982, the Bureau of the Census estimated the United States population at 232 million, of whom 48 million were age 55 and over. Of the 26 million who were at least 65 years old, 60 percent were women.(1) It is predicted that, by the year 2000, one person out of every 14 in the U.S. population will be a woman age 65 or over.(2)

Today's woman age 65 or over:

- probably lives alone or with a nonrelative. Over 60 percent of older women live alone, compared to less than 20 percent of older men. It is sometimes assumed that a large proportion of the elderly live in institutions. Only 5% of the U.S. population age 65 & over are living in institutions, 96 percent of whom are in homes for the aged or in nursing homes. According to the 1980 Montana Census, only 4.1% of males and 6.8 percent of females age 65 and over were in homes for the aged. Both nationally and in the State, two-thirds of the institutionalized elderly are female.
- has at least 8 years of formal schooling. The educational level of the older population is rising rapidly. In 1975 the median number of school years completed was 10.7 for women who reached age 65 during that year, compared to 8.9 for those over age 65 who died during the year.(2) These women also have a wealth of informal education and are highly flexible due to frequent role changes throughout their lives.
- has lower income (TABLES B-3 and B-6). Median weekly earnings begin to drop at age 55 and go down a great deal for individuals age 65 and over. (TABLE B-6) The same pattern exists for hourly earnings. (TABLE B-3)
- has a higher incidence of poverty (TABLE B-30). Almost 20 percent of U.S. women 65 and over live in poverty.(3) Poverty rates in 1980 were higher for older Montanans of both sexes and all races with an overall rate of 11.5% and a rate of 14.4% for those age 65 and over.
- is not limited by physical handicaps. A 1972 health survey reported that 80 percent of the elderly questioned claimed no chronic limitations of their physical mobility.(2) In a recent Montana study of the problems of the elderly only 14 percent of those surveyed felt that health was their most serious problem.(4)

The stereotype that older individuals are "sick, poor, enfeebled, isolated and desolated" is simply fallacious. The older population in the U.S. increasingly consists of healthy, educated, non-poor women who are not employed and not living with a spouse.(5)

*NOTE: There is no universal definition used in determining the dividing line between "younger" and "older" workers. U.S. antidiscrimination law uses age 40. For the Bureau of Labor Statistics the cutoff age for prime age workers is 54, and others consider those age 45 and over to be older workers.

OLDER WORKERS, cont.

Fourteen percent of the 1982 U.S. labor force was made up of individuals age 55 and over, with 2.7 percent of the labor force being age 65 and over. The 1983 civilian labor force participation rate for U.S. persons age 55 and over is 31.4 percent overall, 43.0 percent for males, and 22.4 percent for females. (TABLE A-3) Montana Census figures show the 1980 CLF participation rate as 32.9 percent overall, and 22.0 percent for women (age 55 and over). Current Population Survey numbers place Montana participation rates as follows (see TABLE D-3):

MONTANA 1980 LABOR FORCE PARTICIPATION RATES

All Races	overall	females
age 45-54	74.8%	59.2%
55-64	55.0%	39.8%
65 & over	16.5%	9.3%

In 1981, about 1.9 million older persons worked full-time (two-thirds working 50 to 52 weeks), most of whom were males. Approximately 38 percent of older workers were women, most of whom worked part-time. The frequent choice of part-time employment by older women is attributed to their discouragement in finding opportunities for full-time work rather than a preference for part-time employment. (6)

Workers age 65 and over are concentrated in a small number of industries and occupations. Almost two-thirds of older men are employed in either the trade or service industries, compared to less than 40 percent of other age group employees. Occupationally, older workers are found primarily as managers and administrators, professional and technical workers, service workers, and farmers. They are underrepresented as craft and kindred workers, operatives, sales workers and clerical personnel. Older workers often have jobs which are not full-time, year-around employment such as small farmers, private household workers, and service workers. They are often self-employed, which allows for flexible schedules and part-time work. (7)

Unemployment rates for older men were higher than those for other age groups prior to the late 1960's. (see TABLE D-4) The reversal of this trend, lower unemployment rates for older men, does not necessarily indicate a brighter employment picture for this age group. It is more likely a reflection of a lesser effect of recent recession on jobs of older workers. Older men are not usually employed in industries which are hard-hit by economic recession, such as durable goods manufacturing or construction. They may be better protected from a layoff by seniority or find that retirement is a viable alternative to searching for another position.

Women age 25 to 54 have higher unemployment rates than older women in the labor force. This is the result of younger women's higher propensity to job loss, quitting a current job, and to reentry of the job market. Older unemployed women are more likely to become discouraged and withdraw from the labor force.

OLDER WORKERS, cont.

Adding all discouraged workers to the unemployment rate greatly alters the differences between the rates of older and younger workers. As shown by TABLE D-4, discouragement is particularly a problem for older workers. When compared to men, labor market discouragement is more common to women of all ages. For women age 25-54, discouragement adds 1.1 percentage points to the unemployment rate, and for those 55 to 64 the unemployment-discouragement rate is 1.5 percent higher. The unemployment rate for women age 65 and over more than doubled when discouraged workers were added. TABLE D-6 looks at reasons for job search discouragement by sex and age. For persons age 60 and over, the greatest obstacle appears to be the belief that employers will think they are too old.

Older women seeking employment often encounter a combination of sex and age discrimination. Stereotyping of older workers is a factor in age discrimination. A study by the Work in America Institute found these traits in workers age 50 and older:

- They have fewer absences than younger workers.
- They have fewer on-the-job accidents.
- They are more satisfied with their jobs.
- They have less stress on the job than younger workers. (8)

In applying for work, older women find themselves in a Catch-22. Women with valuable job experience may be turned down because of over-qualification, especially if the employer prefers someone he/she can pay minimum wage. Displaced Homemakers face the problem of a lack of paid work experience, with little or no value given to skills acquired through unpaid work.

About 50 percent of all working women are in jobs that do not have a pension plan.(9) Those with pension coverage on their longest-held job may not work long enough to collect those benefits. Career interruptions because of family responsibilities, both child-rearing and care for aging or elderly family members, jeopardize the acquisition of a pension upon retirement. Women received 65.4 percent of federal Supplemental Security Income (SSI) benefits in September of 1983. (TABLE D-7) Of those eligible for benefits because of old age, 73.8 percent were women.

There are several programs in the state designed especially to utilize the special skills and energies of older individuals: Senior Community Service Employment Program (SCSEP), Foster Grandparents, and Senior Companions.

The Senior Community Service Employment Program has been operative in Montana since 1970. Green Thumb, Inc. in Great Falls handled its operation originally and still employs seniors in 51 Montana counties. The current enrollment on March 30, 1984 was 284, two-thirds of whom are women. The American Association of Retired Persons in Billings deals with older workers in Yellowstone, Carbon, Big Horn, Rosebud, and Custer counties. As of May 7, 1984, the AARP program had 60 enrollees; 18 men and 42 women.

OLDER WORKERS, cont.

Green Thumb Inc. is a non-profit organization set up by the National Farmers Union and funded under Title V of the Older Americans Act. Its objective is the provision of part-time public service jobs for state residents over age 55 with limited income (annual income at or below 125 percent of the Department of Labor poverty guidelines, or a recipient of cash welfare or destitution payments). Work assignments must contribute to and be geared to meet community needs. The program also provides training and assistance in obtaining non-Green Thumb employment and must place at least 15 percent of its participants into jobs outside the organization. TABLE D-9 gives a picture of the types of Green Thumb jobs and enrollee characteristics.

Participants in the Foster Grandparent or the Senior Companionship program must be age 60 or over and meet federal low-income requirements. They may work 20 hours per week and receive a \$2.00 per hour stipend. As of July 1984, there were 183 Foster Grandparents and 78 Senior Companions in the Montana, 80 percent of whom were women.

Foster Grandparents work with children with special needs. They offer much needed aid and attention to persons up to age 21 in pediatric wards, special education classes, shelters, and institutions such as the Boulder River School and Hospital. The program has projects in Glendive, Billings, Fort Belnap, Helena, Great Falls, Boulder, Butte, and Missoula.

The purpose of the Senior Companion program is to help its clientele, most of whom are elderly, to stay out of institutions. This is done both by meeting needs such as providing transportation or checking on medications, and by encouraging self-sufficiency. The project is operating in Helena, Augusta, Whitehall, Townsend, Livingston, Boulder, and Bozeman.

TABLE D-1

UNITED STATES
CIVILIAN LABOR FORCE BY AGE

DISTRIBUTION OF CIVILIAN LABOR FORCE

AGE	1975	1980	1985	1990
16-24 yrs.	22.0%	25.1%	24.4%	22.6%
25-34 yrs.	22.3%	30.4%	32.9%	35.0%
35-44 yrs.	16.8%	21.2%	25.9%	31.3%
45-54 yrs.	17.1%	17.0%	16.9%	19.3%
55-64 yrs.	11.2%	12.0%	11.8%	11.1%
65 & OVER	2.9%	3.0%	3.0%	3.1%

Source: U.S. Department of Labor, Bureau of Labor Statistics.

TABLE D-2

UNITED STATES
EMPLOYMENT BY OCCUPATION, 1981

OCCUPATION	65 YRS.	ALL AGES
ALL OCCUPATIONS	3,119,000	107,347,000
DISTRIBUTION (%)	100.0%	100.0%
PROFESSIONAL-TECH.	13.3%	15.7%
MANAGERS-ADMIN.	13.2%	11.2%
SALES	10.3%	6.2%
CLERICAL	14.1%	18.3%
CRAFTSWORKERS	7.3%	12.8%
OPERATIVES	8.9%	14.4%
NONFARM LABORERS	3.9%	4.7%
PRIVATE HOUSEHOLD	4.1%	1.2%
SERVICE	16.3%	13.0%
FARMWORKERS	8.6%	2.4%

Source: Malcolm Morrison, "Aging of the U.S. Population: Human Resource Implications", Monthly Labor Review, May 1983, p.18.

TABLE D-3

MONTANA
1980 EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION
BY SEX, RACE, AND AGE
(# in hundreds)

Sex, Race, Age	CIVILIAN NONINST. POP.		LABOR FORCE PARTICIPATION		CIVILIAN LABOR FORCE		-----EMPLOYMENT-----						NON-AG. WAGE&SALARY	
							TOTAL		AG. TOTAL		NON-AG. TOTAL			
	Both Sexes	Female	Both Sexes	Female	Both Sexes	Female	Both Sexes	Female	Both Sexes	Female	Both Sexes	Female	Both Sexes	Female
All Races														
45-54 yrs.	720	377	74.8%	59.2%	539	233	526	219	71	16	455	203	384	183
55-64 yrs.	760	394	55.0%	39.8%	418	157	406	152	82	18	324	134	267	115
65 yrs.& over	803	439	16.5%	9.3%	132	41	130	40	39	9	91	31	69	26
White														
45-54 yrs.	698	364	75.4%	59.7%	526	217	514	213	70	16	444	197	373	177
55-64 yrs.	738	381	55.2%	39.4%	407	150	396	145	82	18	314	127	258	109
65 yrs.& over	770	425	16.5%	8.9%	127	38	125	37	39	9	86	28	64	23
Black & Other														
45-54 yrs.	23	13	55.7%	45.6%	13	6	12	6	1	0	11	6	10	5
55-64 yrs.	22	13	49.1%	49.8%	11	7	10	7	1	0	10	7	9	6
65 yrs.& over	32	14	17.4%	18.9%	6	3	5	3	0	0	5	3	5	3

Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Household data, Annual Averages, 1980.

TABLE D-4

UNITED STATES
OFFICIAL UNEMPLOYMENT RATE AND UNEMPLOYMENT RATE INCLUDING
DISCOURAGED WORKERS, BY SEX AND AGE, 1968-1981
(Annual Averages)

YEAR	25-54 yrs.		55-64 yrs		65 & over	
	U *	U+D **	U	U+D	U	U+D
WOMEN						
Total ***	5.5%	6.6%	3.4%	4.9%	3.6%	8.2%
1968	3.4%	4.5%	2.2%	4.2%	2.7%	8.6%
1969	3.5%	4.4%	2.2%	3.5%	2.3%	7.4%
1970	4.5%	5.5%	2.7%	4.1%	3.1%	7.3%
1971	5.3%	6.7%	3.3%	4.7%	3.6%	7.9%
1972	4.9%	6.2%	3.3%	4.8%	3.5%	7.8%
1973	4.4%	5.5%	2.8%	4.0%	2.9%	5.6%
1974	4.9%	5.9%	3.2%	4.6%	3.6%	7.6%
1975	7.5%	9.1%	5.1%	6.9%	5.0%	9.4%
1976	6.8%	8.1%	4.9%	6.4%	5.0%	9.9%
1977	6.4%	7.8%	4.4%	6.1%	4.7%	10.8%
1978	5.5%	6.5%	3.2%	4.6%	3.8%	9.3%
1979	5.2%	6.1%	3.2%	4.3%	3.3%	7.4%
1980	6.0%	7.0%	3.3%	4.6%	3.1%	7.4%
1981	6.3%	7.5%	3.8%	5.6%	3.6%	8.0%
MEN						
Total ***	3.7%	3.9%	3.0%	3.5%	3.6%	6.7%
1968	1.7%	1.8%	1.9%	2.3%	2.8%	6.6%
1969	1.6%	1.7%	1.8%	2.1%	2.2%	5.1%
1970	2.8%	2.9%	2.8%	3.1%	3.3%	5.5%
1971	3.5%	3.7%	3.3%	3.7%	3.4%	5.8%
1972	3.1%	3.2%	3.2%	3.6%	3.6%	6.2%
1973	2.5%	2.7%	2.4%	2.8%	3.0%	6.0%
1974	3.1%	3.2%	2.6%	2.9%	3.3%	6.0%
1975	5.7%	5.9%	4.3%	4.9%	5.4%	9.0%
1976	4.9%	5.2%	4.2%	4.7%	5.1%	8.9%
1977	4.3%	4.5%	3.6%	4.1%	5.2%	9.1%
1978	3.5%	3.7%	2.8%	3.3%	4.2%	7.2%
1979	3.4%	3.6%	2.7%	3.3%	3.4%	6.1%
1980	5.1%	5.4%	3.4%	3.9%	3.1%	6.5%
1981	5.5%	5.8%	3.6%	4.2%	2.9%	6.3%

* U is the official unemployment rate, calculated by dividing total unemployment by the civilian labor force.

** U+D is the unemployment rate which counts all discouraged workers as unemployed. It divides the unemployed plus discouraged workers by the civilian labor force plus discouraged workers.

*** The total is the weighted average of the 14 years. It is the sum of all the years' numerators divided by the sum of the denominators.

Source: Philip Rones, "The Labor Market Problems of Older Workers", Monthly Labor Review, May 1983, p.4.

TABLE D-5

UNITED STATES
 MEDIAN WEEKS OF UNEMPLOYMENT FOR ALL PERSONS WITH
 UNEMPLOYMENT EXPERIENCE, SELECTED YEARS, BY SEX AND AGE

Sex, Age	MEDIAN WEEKS UNEMPLOYED			
	1973	1975	1978	1981
	----	----	----	----
MEN				
25-54 yrs.	8.9	14.2	11.6	13.7
55-64 yrs.	11.3	17.1	13.7	13.6
65 and over*	14.9	19.1	18.3	16.2
WOMEN				
25-54 yrs.	6.9	11.3	9.1	11.3
55-64 yrs.	10.8	16.6	11.7	11.2
65 and over	8.6	19.1	14.3	13.3

* This item may be read as follows: For males age 65 and over who were unemployed at some time during the year, the midpoint in the distribution of their number of weeks unemployed was 14.9 weeks in 1973, 19.1 weeks in 1975, etc.

Source: Philip Rones, "Labor Market Problems of Older Workers", Monthly Labor Review, May 1983, p.7.

TABLE D-6

UNITED STATES

PERSONS NOT IN THE LABOR FORCE WHO DESIRE WORK BUT THINK THEY
CANNOT GET JOBS BY REASON, SEX, & AGE, 1983
(# in thousands)

REASON, AGE, SEX	Total	16-19 yrs.	20-24 yrs.	25-59 yrs.	60 yrs. & over
MEN					
PERSONAL FACTORS:					
Employers think too old or too young	69	11	--	11	47
Lacks educ./training	51	15	18	17	1
Other personal handicap	29	5	5	18	2
JOB-MARKET FACTORS:					
Could not find work	291	59	70	132	31
Thinks no job is available	210	33	33	118	32
WOMEN					
PERSONAL FACTORS:					
Employers think too old or too young	75	11	--	21	43
Lacks educ./training	112	16	23	69	4
Other personal handicap	57	8	8	37	6
JOB-MARKET FACTORS:					
Could not find work	389	41	65	259	25
Thinks no job is available	358	27	51	259	23

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Earnings", Household data, annual averages, January 1984.

TABLE D-7

UNITED STATES
SUPPLEMENTAL SECURITY INCOME (SSI) FEDERALLY-ADMINISTERED PAYMENTS
BY REASON FOR ELIGIBILITY, SEX, AND RACE
SEPTEMBER 1983

SEX AND RACE	TOTAL	AGED	BLIND	DISABLED
TOTAL NUMBER	3,898,256	1,527,500	78,820	2,291,936
TOTAL PERCENT	100.0%	100.0%	100.0%	100.0%
MEN	34.5%	26.2%	42.4%	39.7%
White	20.5%	14.1%	26.2%	24.6%
Black	8.7%	5.7%	10.9%	10.6%
Other	1.6%	1.8%	1.9%	1.5%
Not Reported	3.7%	4.6%	3.5%	3.1%
WOMEN	65.4%	73.8%	57.5%	60.2%
White	38.3% *	41.9%	33.2%	36.0%
Black	17.8%	17.6%	16.5%	18.1%
Other	2.3%	3.1%	2.3%	1.8%
Not Reported	7.0%	11.1%	5.5%	4.3%

*This item may be read as follows: Of the 3,898,256 persons receiving SSI benefits during September 1983, 38.3% were white women.

TABLE D-8

OLD-AGE, SURVIVORS, and DISABILITY INSURANCE (OASDI) BENEFITS
DECEMBER 1982

Type of Beneficiary	United States	Montana
TOTAL	\$35,839,358	\$120,680
RETIRED WORKERS	\$20,763,242	\$70,221
DISABLED WORKERS	\$2,603,599	\$7,510
SPOUSES OF RETIRED WORKERS	\$3,039,310	\$11,798
SPOUSES OF DISABLED WORKERS	\$365,862	\$1,118
CHILDREN OF-		
Retired Workers	\$557,563	\$1,901
Deceased Workers	\$2,321,150	\$8,386
Disabled Workers	\$1,003,802	\$2,859
WIDOWED FATHERS & MOTHERS	\$514,773	\$1,660
WIDOWS AND WIDOWERS	\$4,594,962	\$14,895
PARENTS	\$12,483	\$27
SPECIAL AGE 72 BENEFICIARIES	\$62,612	\$305

Source(both tables): U.S. Department of Health and Human Services, "Social Security Bulletin", Vol.47 No.3, March 1984, p.69,62.

FOOTNOTES FOR OLDER WORKERS

(1)Malcolm Morrison, "The Aging of the U.S. Population: Human Resource Implications", Monthly Labor Review, May 1983, p.14.

(2)Peter Uhlenberg, "Older Women: The Growing Challenge to Design Constructive Roles", The Gerontologist, Vol.19 No. 3, 1979, p.237.

(3)Janice DeGooyer, "Older Working Women Face Age, Sex Discrimination" Generations, Summer 1982, p.22.

(4)Montana Center for Gerontology, "Older Montanans: Their Characteristics, Problems, and Needs for Services", p.60.

(5)DeGooyer, p.23.

(6)Women's Studies Program and Policy Center at George Washington University, "Older Women: The Economics of Aging", 1981.

(7)Morrison, p.17

(8)The Complete Guide to Job Sharing, by Patricia Lee, Walker & Co., New York, 1983, p.93.

(9)DeGooyer, p.22.

SECTION E

WOMEN IN

PUBLIC OFFICE

WOMEN IN PUBLIC OFFICE

As of September 1983, 24 U.S. Congressional seats were filled by women, with 2 in the Senate and 22 in the House of Representatives. This number is 4.5 percent of the 535 total available seats and is the greatest number of women ever to serve in Congress. The two women currently serving in the U.S. Senate are the first to be elected to the Senate without first being appointed to fill unexpired Congressional terms. (1) Montana has the distinction of having had the first female Representative in the U.S. House of Representatives. Jeanette Rankin (R-MT) served from 1917 to 1919 and again from 1941 to 1942. (1)

The percentage of women in State Legislatures, given in TABLE E-5, has risen from 4.0% in 1969 to 14.3% in 1985. Legislative leadership in State Legislatures, which includes the President, President Pro Tem, Majority and Minority leaders in the Senate, the Speaker, Speaker Pro Tem, & Majority and Minority leaders in the House of Representatives, is approximately 4 percent female.(2) When states are ranked by percentage of women legislators, Montana, with 12.7%, is 26th in a ranking of states where the rankings vary from a low of 1.7% to a high of 28.5%.

Women hold 15.1 percent of appointed positions in state governor's cabinets, up from 12.8 percent of all appointed state cabinet-level positions in 1981. (1) Women make up 14.4 percent of appointees who serve in state agencies (excluding those on governor's staffs), an increase from 1981 when women held 11.8 percent of such positions. As shown in TABLE E-4, one-fifth of those serving in appointed state cabinet positions are involved in health and social services, and only four percent are serving in the field of civil rights and women's issues. In Montana, women hold six percent of appointed state cabinet positions. Montana is one of eleven states with less than ten percent of appointed state cabinet positions. (1).

TABLE E-1

MONTANA
STATE AND COUNTY ELECTED OFFICIALS, 1983-84

	Total	Number of Women	Percentage of Women
County Attorney	54	0	0.0%
Clerk of Court	55	47	85.5%
Sheriff	55	0	0.0%
Clerk and Recorder	55	47	85.5%
County Commissioner	179	12	6.7%
School Superintendent	56	39	69.6%
Treasurer	55	48	87.3%
Public Administrator	49	9	18.4%
Assessor	56	28	50.0%
Coroner	56	1	1.8%
Justice of the Peace	83	25	30.1%
Congressional Delegation	4	0	0.0%
State Executive Officers	11	0	0.0%
Supreme Court Justices	7	0	0.0%
Supreme Court Clerk	1	1	100.0%
County Auditors	8	6	75.0%
County Surveyors	12	0	0.0%
District Court Judges	32	1	3.1%
Court Reporters	29	15	51.7%
1984 State Legislature-Senate	50	3	6.0%
House	100	16	16.0%
Total	1,007	298	29.6%

TABLE E-2
MONTANA MUNICIPAL OFFICIALS
WOMEN HOLDING SELECTED OFFICES, 1984

TITLE	TOTAL POSITIONS*	POSITIONS HELD BY WOMEN	
		Number	Percent
Librarian	54	50	92.6%
Clerk, Assistant Clerk, and Water Clerk	133	106	79.7%
Clerk Treasurer, Treasurer	121	86	71.1%
City Judge	96	28	29.2%
Commissioner	42	12	28.6%
Councilperson	575	96	16.7%
Mayor	123	8	6.5%

* Numbers are based on positions rather than persons. A person may hold more than one office and thus be counted more than once. For example, most City Clerks are also Water Clerks.

Source(both Tables): 1984 Directory of Montana Municipal Officials.

TABLE E-3

UNITED STATES: WOMEN IN STATEWIDE ELECTIVE POSITIONS
December 1983

	Number Of Women
Governor	1
Lieutenant Governor	3
Secretary of State	11
appointed Sec. of State	5
Public Service Commissioner	1
State Treasurer	11
State Auditor	3
Supt. of Public Instruction	4
Clerk of Supreme Court	2
Labor Commissioner	1
Corporation Commissioner	2

TABLE E-4
UNITED STATES

WOMEN APPOINTED TO STATE CABINET POSITIONS 1983

FUNCTIONAL AREA OF APPOINTMENT	% Distr. of St.Cabinet positions held by women
Health/Social Services.	20%
Governor's Staff.	14%
Government Services/Government Administration	10%
Labor/Industrial Relations.	9%
Finance/Budget/Taxation	7%
Community Affairs/Planning/Housing.	7%
Economic Development/Commerce	6%
Environmental Protection/Natural Resources.	5%
Energy/Utility Regulation	4%
Human Rights/Civil Rights/Women	4%
Education	3%
Consumer Services	2%
Tourism/Culture/Recreation.	2%
Transportation.	2%
Library	1%
Other	5%

TABLE E-5

UNITED STATES: WOMEN STATE LEGISLATORS, 1969-84

Year	Number Of Women	% Of Total Legislators
1969	301	4.0%
1971	344	4.5%
1973	424	5.6%
1975	604	8.0%
1977	688	9.1%
1979	770	10.3%
1981	908	12.1%
1983	991	13.3%
1984	993	13.4%
1985	1067	14.3% (3)

Source (all tables): Nat. Information Bank on Women in Public Office, a service of the Center for the American Woman & Politics, Eagleton Institute of Politics, Rutgers University.

FOOTNOTES FOR WOMEN IN PUBLIC OFFICE

(1) National Information Bank on Women in Public Office, a service of the Center for the American Woman and Politics, Eagleton Institute of Politics, Rutgers University, New Brunswick, NJ 08901

(2) "Legislative Leadership", State Government News, March 1983, pp. 10-12.

(3) "Women Gain Statehouse Roles", The Wall Street Journal, December 31, 1984.

SECTION F
LAWS, LEGISLATION,
RESOURCES, AND
REFERENCES

LAWS AFFECTING WOMEN

Legislative and court decisions have played an important part in the raising of women from second-class citizenships. The breakthroughs made since the ratification of the 19th Amendment to the Constitution in 1920, which granted women the right to vote, are wasted if women are not made aware of their legal rights. For this reason, a brief look at legislation of particular relevance to women follows, with federal and state laws separated as much as possible.

DISCRIMINATION

FEDERAL

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination on the basis of race, color, religion, sex, or national origin in the following areas: hiring; discharge; compensation; terms, conditions or privileges of employment or classification of employees or applicants for employment. Employers (including state agencies), labor organizations and employment agencies are covered by title VII. A successful plaintiff can recover back pay, cost and attorneys' fees. Punitive damages are not available.

Title IX of the Education Amendments of 1972 outlaws sex discrimination in the area of education. This includes counseling, curriculum, testing, facilities, scholarships, student employment, health benefits and treatment of pregnant students.(1) Grievance procedures, tests to eliminate sexual bias and handling of sexual harassment complaints have resulted from campuses compliance efforts.

The Equal Credit Opportunity Act of 1972 dealt with discrimination in regard to credit applicants. The rules are designed to stop abuses that have previously limited a woman's ability to get credit. When applying for credit:

- You may not be asked your sex on a credit application.
The one exception is a federal requirement that the creditor ask your sex if you are applying for a loan to buy or build a home. You are not required to answer the question.
- You do not have to choose a courtesy title (Miss., Ms., or Mrs.) on a credit form.
- Marital status may not be requested on an application for an individual, unsecured account, except in community property states (Montana is not a community property state). In other cases where marital status may be requested, you can only be asked whether you are married, unmarried, or separated (unmarried includes singles, divorced or widowed).

Equal Pay Act of 1963 was amended to the Fair Labor Standards Act of 1938 which prohibits the payment of lower wages on the basis of sex where jobs requiring equal skill, effort and responsibility are performed by employees of both sexes. Exceptions to this requirement of "equal pay equal work" are where unequal payments are made pursuant to a seniority

LAWS AFFECTING WOMEN, Discrimination, cont.

system, a merit system, a system where earnings are based on quantity or quality of production, or a differential based on factors other than sex. An employer may not lower wages in order to comply with this act. A successful Equal Pay Act plaintiff can obtain: an order raising wages; back pay differential for up to two years, (three years for willful violations) costs, and attorneys' fees.

Executive Order 11246 prohibits discrimination on the basis of race, color, religion, sex or national origins by federal contractors. Further, affirmative action with regard to employment, recruitment, compensation, and selection for training is required. The penalty for violations of the Executive Order is cancellation, termination or suspension of the contract, as well as future ineligibility for further federal contracts. These provisions apply to subcontractors as well.

MONTANA

The 1974 Montana Human Rights Act prohibits discrimination on the basis of race, creed, religion, color, national origin, age, physical or mental handicap, marital status or sex in employment, education, and financial and credit transactions. The state and its political subdivisions are prohibited from engaging in discrimination on any of the above basis and are prohibited from entering into any agreement, arrangement, or plan which has the effect of sanctioning such discriminatory practices. The Act prohibits discrimination in public accommodations and housing on all of the above stated basis EXCEPT marital status.

It is an unlawful discriminatory practice for any financial institution or person to discriminate on the basis of sex or marital status in the issuance or operation of any type of insurance policy, plan, or coverage or in any retirement plan, program, or coverage, including discrimination in regard to rates or premiums and payments or benefits. This act does not apply to any insurance policy, plan, coverage, or any pension or retirement plan, program, or coverage in effect prior to October 1, 1985.

SEXUAL HARASSMENT

Sexual Harassment is an ongoing problem many women face both in seeking work and while on the job. Sexual harassment is unwanted nonreciprocal behavior that asserts a persons sex role over their function as a worker.(3)

The Montana Human Rights Commission adopted the federal guidelines on sexual harassment.

"Sexual harassment" means any unsolicited comments, gestures or physical contact of a sexual nature when:

(a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

LAWS AFFECTING WOMEN, Sexual Harassment, cont.

(b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

(c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. (Eff. 07/15/83).

Such harassment is a violation of the Montana Human Rights Act and Title VII of the 1964 Civil Rights Act. A complaint can be filed with the Montana Human Rights Commission. If the harassment appears to violate Title VII, in addition to the Montana Human Rights Act, both a Montana complaint and a complaint with the Equal Employment Opportunity Commission are filled out. Once a complaint is filed (no later than 180 days after an occurrence or the discovery of such), the Division Staff investigates the complaint. If substantial evidence supports the complaint, the staff attempts by informal methods to persuade the employer to eliminate discriminatory practices. If informal settlement efforts do not work, the complaint may go to administrative hearing before the Commission. It is possible to enforce your rights in court, however, these laws do not allow you into court without the exhaustion of your administrative remedies. The Montana Human Rights Division or a private attorney can advise as to the proper action to be taken.

MATERNITY LEAVE

FEDERAL

In October 1978, Title VII of the 1964 Civil Rights Act was amended prohibiting discrimination based on pregnancy requiring that women affected by pregnancy, childbirth or related medical conditions, be treated like other ill or disabled workers for all employment related purposes.(4)

MONTANA

Montana Maternity leave law makes it unlawful to fire a woman because she is pregnant, or to refuse to allow her a reasonable maternity leave. If a woman is disabled due to a pregnancy, the employer may not deny her any compensation earned through accumulated disability or leave benefits under the employer's employee benefit plans. When the employee is ready to return to work, she must be reinstated to the same job or an equivalent job, receiving equivalent pay, accumulated seniority, retirement and fringe benefits except if her employer is private and circumstances have so changed that it is impossible or unreasonable to so reinstate her. Complaints may be filed with the Human Rights Commission.

LAWS AFFECTING WOMEN, cont.

SOCIAL SECURITY

FEDERAL

The Social Security program is designed to provide earnings-related protection to the paid worker in covered employment and to provide supplementary protection to family members in the form of dependents' and survivors' benefits.(5)

Some of the major issues related to the treatment of women under Social Security are summarized as follows:

- Low return on contributions of the second working spouse.
- Lack of coverage of homemakers.
- Adequacy of benefits for divorced wives.
- Adequacy of benefits for older widows.

(In 1980 the median income of non-married women beneficiaries over 65 was \$4640; 56% of non-married women beneficiaries were at or below poverty level and 54% were classified as "near poverty".)

Reforms enacted in congress address some of the problems above, but others remain unresolved due to factors including cost, the complexity of balancing the system so as not to disadvantage one group of beneficiaries in favor of another, and philosophical differences.

Provisions addressing the issues are as follows:

- Benefits for widowed, divorced and disabled women were increased.
- A study of the costs and impact of implementing specific Social Security earnings sharing proposals was mandated.
- Certain sex-based distinctions were eliminated.
- The "offset" of public pensions against Social Security was reduced from a dollar for dollar offset to a two-third offset for all persons.

Additional legislation concerning the treatment of women under the Social Security system remains before Congress. The following proposals are directed at issue areas stated above:

- Establish a working spouse benefit payable in addition to the dependent spouse benefit.
- Increase from 5 to 10 the number of years of low earnings excluded from the compensation of a workers' covered earnings history for those caring for children 6 years or younger at least 6 months out of the year.
- Reduce from 10 to 5 the number of years of marriage necessary before a dependent divorced spouse is eligible for benefits on an ex-spouse's earnings record.
- Restore the minimum benefit eliminated under the Reconciliation Act of 1981.
- Allow disabled widows to receive full benefits at any age.

LAWS AFFECTING WOMEN, Social Security, cont.

- Provide transitional benefits for widowed persons at the age of 50 to allow adjustment to the loss of their deceased spouse's income.
- Allow a husband and wife to combine their earnings during their marriage.

MARRIAGE AND DIVORCE ACT

MONTANA

The uniform Marriage and Divorce Act was adopted in Montana in 1975. It simplifies the prior law and eliminates some of the differences in marriage and divorce statutes between states. The new law is free of reference to the sex of the parties. Some of the major changes from prior law are as follows: (6)

- As of January 1, 1976, there is only one reason for dissolution of a marriage - a finding by the court that the marriage is "irretrievably broken." This eliminates fault of either marital partner and also some of the provisions which discriminated against both men and women.
- The Act sets out a number of factors the court is now to take into consideration when dividing up the property of both parties. Also, no married person's separate property or income can be drawn upon to pay the debts of the spouse unless the debt was incurred to provide necessary articles for either spouse or their children, or unless it is believed with reason by the creditor that the property belonged to the spouse incurring the debt.
- Both husband and wife have a duty to support each other and either may be called upon to pay child support.
- New factors to be considered by the court in determining custody of the children are laid out in the Uniform Act. These factors favor neither mother or father in the determination.
- Alimony technically no longer exists. Previous law required that the wife had committed no offense contributing to the marital breakdown in order to obtain alimony. However, a person can be granted spousal support in certain instances.
- In 1977 it was made mandatory that the judge restore the wife's former name if she so requests. Under previous law the implication was that if children existed, the judge could refuse to grant such a name change.

LAWS AFFECTING WOMEN, cont.

CHILD SUPPORT

As of Spring 1982, of the 5 million women awarded support, 46% received full payment, 25.1% received partial payment and 28.2% did not receive payments at all. Approximately 3.4 million (41%) of women who are single parents were not awarded child support.(7)

FEDERAL

The Child Support Enforcement Amendments of 1984 (Public Law 98-378) mandate all states enact laws requiring the use of certain procedures in their Child Support Enforcement Programs. Mandatory income withholding, incentive payments to states, and other improvements in the program will assure all children in the United States who need assistance in securing financial support from their parents will receive such assistance regardless of circumstances or residence. The 1985 Montana legislative session will deal with the mandatory and discretionary child support laws required by states.

Under the newly passed Congressional legislation, employers would in many cases have to withhold child support from wages when a parent fell one month behind in making court-ordered payments. Employers could be "held liable to the state for any amount" that they failed to withhold from an employee's paycheck after receiving proper notice from the state. This portion of the law is scheduled to begin October 1, 1985, unless the states' legislators mandate an earlier obligation date.

Effective March 9, 1984, section 454(9) of the Social Security Act as amended by section 2335 of the Omnibus Budget Reconciliation Act of 1981 requires that child support enforcement agencies: determine if individuals receiving unemployment compensation have met support obligations; enforce unmet obligations in accordance with state-developed guidelines for obtaining an agreement with the individual to have a specified amount of support withheld from unemployment compensation wages; and in the absence of an agreement, institute legal process to require the withholding.

DOMESTIC VIOLENCE

Physical abuse is the single major cause of injury to women. Nearly 6 million women are abused by their husbands every year. Between 2,000 and 4,000 women are beaten to death every year.

Public exposure to this problem has allowed laws currently on the books to finally be enforced so that women can get legal protection through the courts and restrictions in the law are being eased giving police more room to make arrests. Also, the consequences for battering a wife are rising across the country.

Shelters have been developed for abused women so they can escape the violent environment. Across the country are some 800 shelters in private homes, all of which have waiting lists. The YWCA sponsors over 200 shelters or programs in 30 states and at least 14 states are now gaining funds for domestic violence programs through a surcharge on marriage licenses; Montana is one of these.(8)

LAWS AFFECTING WOMEN, Domestic Violence, cont.

In Montana, the 1979 Legislature made the Department of Social and Rehabilitation Services responsible for collecting and analyzing statistics on domestic violence and spouse abuse from state and local social service agencies over a four year period. Also a grant program was established to fund locally controlled programs dealing with domestic violence. Suggested services to be provided through these grant assisted programs are:

- Counseling for victims or their spouses;
- Shelters for victims;
- Assisting victims in obtaining services and information;
- Education programs.

Other protection available in Montana to abused women are (1) the amendments to laws which now allow a spouse to be excluded from the other's dwelling if so ordered by the court and (2) the law allowing one spouse to sue another for damages from assault. Criminal prosecution is still not possible in Montana unless the couple is living apart at the time.

RAPE AND SEXUAL ASSAULT

MONTANA

Before 1975, rape victims faced humiliation and demoralization in the courtroom by having past sexual behavior and their general morality questioned during trial. Also, a woman's character could be attacked through belief that she had "asked for" or "invited" an attack of rape or that she had not been raped at all but was merely seeking revenge against the accused. The 1975 amendments to Montana law reflects a change in such attitudes and new protective provisions, including 1977 amendments, provide that: "No evidence concerning the sexual conduct of the victim is admissible in prosecutions...except:

- Evidence of the victims past sexual conduct with the offender.
- Evidence of specific instances of the victims sexual activity to show the origin of semen, pregnancy, or disease which is at issue in the prosecution."

In addition, evidence of failure to make a timely complaint or immediate outcry no longer raises any presumption as to the credibility of the victim.

Another change affecting rape enables spouses to sue each other for restitution for injuries from a legal wrong such as an assault. However, in the case of rape, a spouse may not bring criminal charges against the other unless they were living apart at the time, but may bring a civil action for monetary damages.

ERA

FEDERAL

An Equal Rights Amendment was first proposed in Congress in 1923. Various forms of the Amendment were introduced to Congresses until its final passage in 1972, in the 92nd Congress. In 1978 the Amendment was approved by 35 states, 3 less than the necessary 3/4, so Congress voted to extend the deadline from 7 to 10 years. However, no additional State voted for ratification before the new deadline and the measure died on June 30, 1982.(9)

LAWS AFFECTING WOMEN, ERA, cont.

In the 98th Congress, an ERA was introduced in the same form as the 1972 proposal with 221 co-sponsors in the House and 55 in the Senate. It would provide "equality of rights under the law" for men and women. Also introduced was an "Equal Rights Act," which would extend by statute the Equal Protection Clause of the 14th Amendment so as to forbid discrimination on account of a "classification based on gender."

A third proposal for expanding women's rights would revise approximately 100 existing Federal laws to neutralize specified statutes, extending to both sexes provisions of the Federal Code now limited to only one sex.

All of these bills have been referred to the House and Senate Committees on the Judiciary.

SELECTED MONTANA HOUSE BILLS
(& date passed)

- HB 45-2/04/83: To establish a fee for declaration of marriage without solemnization, allocating it in the same manner as a marriage license fee; amending sections.
- HB 119-4/19/83: To provide that there is a presumption in a child support proceeding that the level of support of each child may not be less than that received by children on public assistance; amending section.
- HB 191-4/25/83: To provide that the division of property in a proceeding to terminate a marriage is considered to be a division of common ownership interests of the parties; amending section.
- HB 201-3/23/83: Changing the time when the final order concerning an unfair labor complaint must be issued from 5 months after a complaint is submitted to the hearing officer to 5 months after final briefs are submitted to the hearing officer; amending section.
- HB 269-3/28/83: Allowing a county rather than a city, town, or municipality to establish a fund for licensed day-care centers and providing an effective date.
- HB 400-5/16/83: Creating a displaced homemaker program and providing for an appropriation; amending section.
- HB 407-4/27/83: To appropriate \$25,000 to the Department of SRS to create a statewide network of food banks.
- HB 507-3/29/83: To allow an exception to the prohibition against employment discrimination on the basis of marital status in certain circumstances; amending section.
- HB 554-3/29/83: To transfer functions regarding maternity leave from the Commissioner of Labor and Industry to the Commission of Human Rights; amending section.
- HB 714-4/15/83: To establish procedures to be followed by the Human Rights Commission in the enforcement of the governmental code of fair practices and to provide for consistency of interpretation and enforcement of the government code of fair practices and the human rights laws; amending section.

SELECTED MONTANA SENATE BILLS
(& date passed)

- SB 14-1/21/83: To clarify the law relating to the termination of the parent-child relationship.
- SB 22-3/22/83: Requiring use of a safety restraint system to transport a child <4 years old,....and providing an effective date
- SB 169-3/17/83: Authorizing the Board of Personnel Appeals to investigate and dismiss complaints of unfair labor practices.
- SB 177-3/22/83: To provide that income of a judgement debtor necessary for the support of his family is exempt from execution to satisfy judgements or orders for maintenance or child support only to the extent allowed by federal law.
- SB 371-4/12/83: Providing that if it is in the best interest of the child, a child custody decree may be modified when a child aged 14 years or older desires that it be modified.
- SB 425-3/31/83: To direct the Department of Administration to work toward the goal of establishing a standard of equal pay for comparable worth and report to the legislature the status of the standard under the state classification plan and pay scales.

RESOURCES

The following is a brief list of organizations, by city, with a stated purpose of political, educational, or community work centered on women's issues. Many other organizations are available to help women. Some of these (Indian Alliance, Health Care, Midwives, Planned Parenthood, Pro-Choice, Mental Health, Family Planning, Alliance of Gays and Lesbians, Women's Clinics) may be found in the Montana Women's Resource Directory: 1984, Women's Resource Center, Room 119, University Center, University of Montana, Missoula, MT 59812; (406) 243-4153. All telephone numbers listed below are Montana numbers and have an area code of (406).

ANACONDA

Crisis Line 563-3413

BILLINGS

N.O.W. Local Chapter 252-8999. Local chapter of the National Organization of Women whose aim is to end discrimination on the basis of sex. Action rather than service oriented. Regular meetings.

Battered Spouse Center 259-8100. Crisis shelter for women and children. Hot line and shelter available 24 hours.

Rape Crisis Line 245-6721 (mornings) 259-6506 (remainder of day) 24 hour crisis line offering rape crisis counseling and outreach. Limited services available for victims of sexual assault.

Women's Studies and Service Center 657-2880. 1500 N. 30th. Interdisciplinary academic program. Support groups, personal counseling and referrals. Library. Resource for campus and community women.

Y.W.C.A. Women's Center 245-6879. 909 Wyoming. Offers counseling for displaced homemakers (and for any women who comes in), support groups for divorced, widowed, battered women. Referrals to safe homes.

BOZEMAN

Affirmative Action Office (MSU) 994-2042. Monitors women employees on campus and provides referrals and information to community.

Battered Women's Network 586-4111. Serves battered women, training programs for advocates, speaker's bureau, legal fund and loan funds for Bozeman area battered women.

Help Center 586-3333. 323 S. Wallace. 24 hour crisis line and referral line; can provide emergency shelter for battered women and transients. Rape outreach team and counseling. Also handles suicide, drug dependency, and all crisis calls.

RESOURCES: BOZEMAN, cont.

N.O.W. Local Chapter 587-0742, Toni Scharf or 587-2427, Barb McQuillan. National Organization of Women.

Women in Transition 587-1238. 15 South Tracy. Job development for women re-entering the job market, especially displaced homemakers. Testing, counseling, other supportive services. Legal aid and adult education funds. Workshops.

Women's Resource Center (MSU) 994-3836. 15 Hamilton Hall, Services for faculty, students, and community. Library. Sack lunch seminars. Career series. Assertiveness training. Information and referrals. Sexual assault prevention and education programs.

BUTTE

Crisis Line 723-5489. Counseling and referrals. Transitional home available.

N.O.W. Local Chapter 723-6132. Lillian Michalsky. National Organization of Women.

Safe Space 782-8511. 24 hour crisis line. Temporary shelter. Food, clothing, transportation available. Referrals, counseling, community outreach; rape and crisis support. Serves Deer Lodge, Powell, Silver Bow and Madison counties.

CONRAD

N.O.W. Local Chapter 278-3384. Sharon Eisenberg. National Organization of Women.

COLSTRIP

Crisis Line 748-2233 (sheriff's office). 24 hour line, particularly for aid to domestic violence situations. Shelter, food, transportation available. Community education.

N.O.W. Local Chapter 748-2375. Yvonne Unruh. National Organization of Women.

DEER LODGE

N.O.W. Local Chapter 492-6478. Doris Brander. National Organization of Women.

DILLON

Crisis Line 683-2200.

Women's Resource Center 683-4817. 126 South Montana. Education programs. Referrals. Library. Advocacy for abused spouses and "Safe Home" system. 24 hour helpline and advocate for emergency services and support.

FORSYTH

Battered Spouse Task Force 356-2715 and 356-2161. Shelter, advocacy, support groups.

RESOURCES, cont.

FORT BELKNAP

Women's Educational Equity 353-2205. Clarina Werk. Personal and career counseling for students. Workshops and support to provide a forum for Native American women role models, to strengthen success of Native American women attending school.

GLASGOW

Crisis Line 228-8285. Counseling, referrals.

Domestic Violence Crisis Line 228-9349. Shelter, transportation, meals. Public education and referrals.

GLENDIVE

Crisis Line 365-2412. Aid for spouse abuse, drug and alcohol problems. Shelter and transportation.

GREAT FALLS

Crisis Center 453-6511. 24 hour line. Counseling, referrals. Contact for shelter.

Native American Women's Association 761-3144. Grace Fairhurst. Focus on community education, laws and legislation that affect Native American Women. In-service workshops on issues of concern to members. Cultural classes.

N.O.W. Local Chapter 452-6260. Benita Wheeler. National Organization of Women.

Shelter 453-6511 (through Crisis Center).

Rape Action Line 727-7273. Counseling on rape, incest and sexual abuse. Community education.

Women in Transition 727-0966 (Y.W.C.A.). 220 North Ave. Program for displaced homemakers re-entering the job market. Workshops, counseling. Weekly discussion group.

HAVRE

Adult and Community Education 265-4356. Joan Erickson. Workshops and programs on issues of concern to women.

Displaced Homemaker Program 265-6743. Employment program for women re-entering the job market. Skills education, workshops, job development skills. Supportive services include shelter, childcare and emergency aid.

Spouse Abuse Hot Line 759-5170. 24 hour line. Emergency shelter, transportation. Serving Blaine, Hill, and Liberty counties.

HELENA

Crisis Line 442-0640. 24 hour line. Counseling. Shelter available.

RESOURCES: HELENA, cont.

Friendship Center 442-6800. 24 hour line. General emergency shelter available for families. Aid for domestic violence situations. Shelter, transportation, advocacy, counseling and referrals. Serving Lewis and Clark, Broadway, and Jefferson counties.

League of Women Voters 443-0967. Robin Putnam, President. 1497 Mineral Road. A non-partisan political organization that promotes citizen participation in government. Involved with voter education and registration to create more informed voters. Meetings are held on the 1st and 3rd Tuesdays of each month.

N.O.W. Local Chapter 443-1654. Judy Halm. National Organization of Women.

Women's Center Crisis Line 443-5353. 24 hour line. Peer and rape counseling. Information and referrals.

Women's Lobbyist Fund Laurie Abbott Lamson, President, P.O. Box 1099 Helena, 59624. A statewide coalition of women's organizations formed for the purpose of lobbying in the Legislature on issues of importance to Montana women. The WLF is a private, non-profit organization with a board of directors composed of representatives of women's organizations, at-large members and officers.

Women's Political Caucus 443-3136. Linda Skaar. Formed to put women into elective and appointive offices in government through monetary and organizational support of candidates. WPC attempts to awaken, organize and assert the vast political power of women. Regular meetings.

KALISPELL

N.O.W. Local Chapter 257-6208. Connie Manderino. National Organization of Women.

Project Transition for Displaced Homemakers 755-5222, ext. 299. Kay Kubcha. For separated, divorced or widowed homemakers. Information, support groups that emphasize emotional adjustments. Job and relocation counseling. Skills and career identification. Assess educational, financial, and career needs. Legal referrals. No cost.

Rape Crisis Line 755-5067. 24 hour line. Aid for women in crisis. Safe Home Network. Support group for battered women. Advocacy and peer counseling. Community education.

Women's Center of Flathead Valley 755-5222, ext. 253. Heritage Hall, Flathead Community College. Information and referrals. Cultural events, peace activities. Community education, brown bag lunches. Library.

LIBBY

Crisis Line 222-3332. Counseling, referrals.

RESOURCES: LIBBY, cont.

Lincoln County Women's Help Line 293-3223. Troy and Eureka call collect. 24 hour crisis line. Aid to domestic violence, rape and incest situations. Shelter, transportation, advocacy.

LEWISTOWN

Displaced Homemaker Program 538-7488. Carol Wicks. Employment program for homemakers re-entering the job market. Personal and job counseling. Workshops, divorce support group.

N.O.W. Local Chapter 538-9670. Barb Gies. National Organization of Women.

MALTA

Crisis Line 654-1599.

Phillips County N.O.W. 674-5453. Candace Pehrson. National Organization of Women.

MILES CITY

Clark Street Inn 232-1856. Emergency Shelter.

Displaced Homemaker Program 232-3031. Sharon Kearnes. Employment program for homemakers re-entering the job market. Workshops, support group, counseling, job placement. Transportation, shelter and day care.

Mental Health Crisis Line 232-1688. Aid for rape and sexual assault crisis. Counseling, referrals. Support group for incest survivors.

MISSOULA

American Association of University Women (A.A.U.W.) Branch, 549-2670, Marge Dodge or 258-6134, Karen Willis.

Battered Women's Shelter 543-8277 (Contact through Crisis Center). 24 hour line. peer counseling and weekly support groups. Advocacy. Phone counseling also available. Run by Missoula Y.W.C.A.

Bitterroot Educational Resources for Women 728-3041. 315 S. 4th E. Distributes publications on a variety of women's issues including the Montana Divorce Handbook, the Montana Birth Control Handbook. Also involved in the Women in Technology Project.

Crisis Center 543-8277. Listening service and referrals for people in crisis. Contact for shelter.

Montana Women's History Project 728-3041. 315 S. 4th East. Collecting and publicizing personal and published histories of Montana women from all areas, ethnic groups, and occupations.

N.O.W. Local Chapter 728-7310. Lynette Kemp. National Organization of Women.

RESOURCES: MISSOULA, cont.

Women's Resource Center (U of M) 243-4153. Room 119, University Center, Bozeman, Montana 59812. Information and referrals. Library of women's issues materials. Sponsors cultural events, brown bag lunches, Assertiveness Training, Women's Studies courses, journal and other workshops, and conferences. Newsletter. Employment discrimination/harassment advocate on staff.

Women in Transition 543-6768. Y.W.C.A., 1130 W. Broadway. Assists women who were full-time homemakers and are now without emotional or economic support. Individual, emotional and employment counseling. Peer support groups, workshops, including job search skills and personal effectiveness. All services free to eligible women.

Women's Place 543-7606. 127 East Main Street. 24 hour crisis line and walk-in. Women working together to end domestic and sexual violence. Aid for rape, battering, child sexual abuse, divorce and women's health. Support groups, advocacy, counseling, referrals and public education on a wide variety of women's issues.

RONAN

Family Crisis Center 676-2518. Counseling, advocacy. Shelter, transportation. Battered women's support group. Community education.

TWIN BRIDGES

Crisis Line 684-5400. Emergency shelter. Weekly support group. Community outreach.

WHITEHALL

Crisis Line 287-3282 (Monday-Friday 8-5) and 287-5440 during all other hours. Information, referrals and transportation.

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- DEGREES: Section B-Income-Wagegap; Section C-Education-Earned Degrees; Table B-3; B-6; B-7; B-8; B-9; B-14; B-28; C-4; C-5; C-6.
- DISCOURAGED WORKERS: Section D-Older Workers; Tables D-4; D-6; Also, See REASONS NOT IN LABOR FORCE.
- DISPLACED HOMEMAKERS: Section A-Displaced Homemakers; Section D-Older Workers.
- DURATION OF UNEMPLOYMENT: Tables A-12; D-5.
- EARNINGS: See INCOME.
- EDUCATION: Section B-Wagegap; Women Maintaining Families; Section C-Education; Tables A-6; A-7; A-15; B-3; B-6; B-7; B-8; B-9; B-14; B-28; C-1; C-2; C-3; C-4; C-5; C-6; D-6.
- ELECTED OFFICIALS: Section A-Women in Public Office; Table E-1, E-2, E-3.
- EMPLOYMENT: Section A-Full-& Part-time Employment, Agriculture, Armed Forces/ Veterans, Section B- Wagegap, Section D- Older Workers; Tables A-1; A-2; A-3; A-4; A-5; A-8; A-9; A-10; A-11; A-21; A-22; A-23; A-24; A-25; A-26A; A-26B; A-27; A-33; A-34; A-36; A-37; A-38; B-1; B-2; B-5; B-6; B-7; B-12; B-13; B-14; B-22; B-27; D-2; D-3.

INDEX BY SUBJECT, cont.

ENROLLMENT: Section A-Armed Forces; Section C-Education-Enrollment;
Tables C-1; C- 2; C-3. Also, See EDUCATION.

FAMILIES: Section A-Full- and Part-time Employment; Section A-Job
Sharing/Flexitime; Sec. A-Displaced Homemakers; Section A-
Childcare; Section B-Women Maintaining Families.
Tables A-3; A-4; A-7; A-9; A-36; A-37; B-17; B-18; B-19; B-20;
B-21; B-22; B-23; B-24; B-25; B-26; B-27; B-28; B-29; B-31.

FLEXTIME: Section A-Job Sharing/Flexitime; See JOB SHARING.

HANDICAPPED: Table A-15.

HOUSEHOLDER: Section A-Displaced Homemakers; Section B-Income-Women
Maintaining Families; Tables A-4; B-21; B-22; B-24; B-25;
B-26; B-29; B-31.

INCOME: Section A-Full-time & Part-time Employment, Section A-Displaced
Homemakers; Section B-Income-Wagegap; Section D-Older Workers.
Tables A-32; B-1; B-2; B-3; B-4; B-5; B-6; B-7; B-8; B-9; B-10;
B-11; B-12; B-13; B-14; B-15; B-16; B-24; B-25; B-30; B-31.

INDUSTRIES: Section B-Income-Wagegap; Section D-Older Workers; Tables
A-23; A-24; A-32; C-6.

JOB SERVICE: Section A-Job Service; Tables A-14; A-15; B-4.

JOB SHARING: Section A-Job Sharing/Flexitime.

LABOR FORCE: Section A-Labor Force Participation, Occupational
Distribution; Tables A-1; A-2; A-3; A-4; A-5; A-10;
A-36; D-1; D-3.

LEGISLATORS: Section A-Women in Public Office; Table E-5.

MARITAL STATUS: Section A-Labor Force Participation, Agriculture;
Section A-Displaced Homemakers; Section B-Income-
Wagegap; Women Maintaining Families; Section D-
Older Workers; Tables A-3; A-7; A-9; B-17;
B-18; B-19; B-20; B-23; B-24; B-25.

MILITARY: Section A-Armed Forces; Section C-Education-Earned Degrees;
Tables A-15; A-38; A-39; A-40.

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OCCUPATION: Sec. A-Occupational Distribution; Sec. B-Income: Wagegap;
Sec. C-Earned Degrees; Tables A-14; A-16; A-17; A-18;
A-19; A-20; A-21; A-22; A-25; A-27; A-29; A-35; B-1; B-2;
B-10; B-11; B-12; B-13; B-15; B-16; C-3; C-5; C-6; D-2.

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- OLDER WORKERS: Section A-Labor Force Participation; Full-Time/Part-Time Employment; Armed Forces; Section D-Older Workers; Tables A-2; A-5; A-6; A-7; A-11; A-15; A-39; B-3; B-6; B-7; B-8; B-9; B-14; B-30; B-31; B-33; C-2; D-1; D-2; D-3; D-4; D-5; D-6; D-7; D-8.
- PARTICIPATION RATES: Section A-Labor Force Participation, Section B-Education-Students in the Labor Force, Section D-Older Workers; Tables A-2; A-3; B-18; B-21; D-3.
- PART-TIME/FULL-TIME: Section A-Full-time & Part-Time Employment; Tables A-8; A-9; A-10; A-11; A-37; B-22; B-27.
- PLACEMENT: Section C-Education-Placement, Table B-4; Also, See JOB SERVICE.
- POPULATION: Section A-Labor Force Participation, Section D-Older Workers; Tables A-1; A-2; A-3; D-3.
- POVERTY: Section A-Childcare; Section B-Women Maintaining Families; Section D-Older Workers; Tables B-22; B-26; B-27; B-28; B-29; B-30; B-31.
- PROJECT CHALLENGE: Section A-Project Challenge.
- PUBLIC OFFICE: Section A-Women in Public Office; Tables E-1; E-2; E-3; E-4; E-5.
- RACE: Tables A-2; A-4; A-5; A-6; A-15; A-26A; A-26B; A-39; B-8; B-15; B-21; B-22; B-24; B-26; B-28; B-29; B-30; B-31; D-3; D-7.
- REASON FOR UNEMPLOYMENT/NOT IN LABOR FORCE: A-6; A-7; B-27; D-6.
- RECIPIENTS: Section B-Women Maintaining Families; Tables B-31; B-32; B-33; D-7; D-8; Also, See JOB SERVICE, WELFARE.
- SELF-EMPLOYED: Section A-Self Employed & Women Owned Business; Section B Women Maintaining Families; Section D-Older Workers; Tables A-26A; A-26B; A-30; A-31; A-32; A-34; B-31. SEE SOLE-PROPRIETORSHIPS AND WOMEN-OWNED BUSINESSES.
- SEX: Section A-Self-Employed Women & Women-Owned Businesses; Full-Time and Part-Time Employment, Armed Forces/Veterans, Section B-Wagegap; Tables A-1; A-2; A-4; A-5; A-6; A-7; A-8; A-10; A-11; A-12; A-13; A-14; A-18; A-22; A-23; A-26A; A-26B; A-28; A-29; A-30; A-32; A-33; A-34; A-38; A-39; B-1; B-2; B-3; B-4; B-5; B-6; B-7; B-8; B-9; B-10; B-11; B-12; B-13; B-14; B-15; B-16; B-23; B-25; B-26; B-27; B-30; B-31; B-32; B-33; C-1; C-2; C-3; C-4; C-5; C-6; D-3; D-4; D-5; D-6; D-7; E-1; E-2.
- SOLE-PROPRIETORSHIPS: Section A-Self-Employed Women & Women-Owned Businesses; Tables A-30; A-32; Also, See SELF-EMPLOYED; WOMEN-OWNED BUSINESSES.

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UNEMPLOYMENT: Section A-Unemployment Rates; Job Service; Section B-Women Maintaining Families; Section D-Older Workers.
Tables A-1; A-2; A-3; A-4; A-5; A-12; A-13; A-36; B-19;
B-21; B-27; D-4; D-5.

VETERANS: See MILITARY.

WAGEGAP: Section B-Wagegap; Women Maintaining Families;
Tables B-1; B-2; B-3; B-4; B-5; B-6; B-7; B-8; B-9; B-10;
B-11; B-12; B-14; B-15; B-16.

WELFARE, etc.: A-15; B-31; B-32; B-33; Also, See RECEPIENTS.

WOMEN MAINTAINING FAMILIES: Section A-Labor Force Participation,
Agriculture, Childcare, Job Sharing/Flex-
time; Section B-Wagegap, Women
Maintaining Families; Section C-Education-
Placement; Tables A-4; A-9; A-36; A-37;
B-18; B-19; B-20; B-21; B-22; B-23; B-24;
B-25; B-27; B-28; B-29; B-31; B-32; B-33.

WOMEN-OWNED BUSINESSES: Tables A-31; A-32; Also, See SELF-EMPLOYED;
SOLE PROPRIETORSHIPS.

FOOTNOTES FOR LAWS AFFECTING WOMEN

- (1) The Changing Lives of Hawaii's Women; Progress Since Statehood; A contemporary historical record; "In Law"; p.36.
- (2) Montana Department of Labor & Industry, Human Rights Division, January 14, 1985.
- (3) Montana Woman: Your Job Rights; MT Dept. Labor and Industry; Chapter 2.D., "Sexual Harassment"; p.11.
- (4) Montana Woman: Your Job Rights; MT Dept. Labor and Industry; Chapter 3.E.1., "Montana Law"; p.20.
- (5) Selected Women's Issues in the 98th Congress; IB83136; Updated 04/26/84; by Leslie Gladstone, Government Division; "Social Security"; p.2.
- (6) Montana Women and the Law; MT Dept. of Labor, 1980; Chapter VIII-"Marriage, Divorce & the Family"; p.31.
- (7) California Commission on the Status of Women; October 1983; "Child Support".
- (8) California Commission on the Status of Women; March 1984; "Domestic Violence".
- (9) Selected Women's Issues in the 98th Congress; IB83136; Update-04/26/84; by Leslie Gladstone; "Equal Rights"; p.8.

APPENDIX A
PLACEMENT DATA

The placement information was supplied by the Career and Placement Offices of each respective school. The data is presented with this note of appreciation and thanks for the cooperation and effort of those individuals involved in its collection.

EASTERN MONTANA COLLEGE, BILLINGS
PLACEMENT DATA 1982-83
FEMALE BACHELOR'S DEGREE GRADUATES

	TOTAL FEMALE GRADS	EMP. IN FIELD	EMP. OUTSIDE MAJOR	INACTIVE, MILITARY, HOMEMAKER	CONTINUING EDUCATION	NOT PERMANENTLY EMPLOYED
TOTAL EASTERN MONTANA COLLEGE	265	138	59	15	21	32
SCHOOL OF BUSINESS AND ECONOMICS	59	41	5	4	0	9
Accounting\Information Systems	36	22	3	4	0	7
Economics and Management	12	9	2	0	0	1
General Business\Office Admin.	11	10	0	0	0	1
SCHOOL OF EDUCATION	148	78	39	9	6	16
Art	1	0	0	0	1	0
Biology	2	0	0	0	1	1
Business	4	3	2	0	0	0
Communication Arts	1	0	0	0	1	0
Elementary	76	39	19	7	2	9
English	3	2	1	0	0	0
Health, Physical Ed. & Recreation	15	4	8	0	1	2
Mathematics	3	3	0	0	0	0
Music	2	0	1	0	0	1
Social Science	5	2	2	0	0	1
Special Education	35	25	6	2	0	2
SCHOOL OF LIBERAL ARTS	51	16	15	2	14	6
Art	6	4	0	0	2	2
Biology	6	0	3	1	2	0
Chemistry	1	0	0	0	1	0
Communication Arts	8	5	1	0	0	2
English	2	0	0	0	2	0
German	1	1	0	0	0	0
History	1	0	1	0	0	0
Mathematics	2	1	0	0	1	0
Music	2	0	2	0	0	0
Psychology	12	5	2	0	3	2
Sociology	4	0	1	1	2	0
Spanish	4	0	3	0	1	0
REHABILITATION\HUMAN SERVICES	7	3	0	0	1	1

GRADUATE SURVEY RESULTS
ROCKY MOUNTAIN COLLEGE, 1983

Male		Female	

BUSINESS- Econ./Bus.Admin.			
Salesperson	3	Store Manager	3
Insurance	2	Insurance	1
Accounting	2	Supply Co.	1
Pet Shop	1	Appraisal Clerk	1
Mgr. Trainee, Finance Co.	1	Bank	1
Bank	2	No Information	4
Yellowstone B & G Ranch	1		
Marine Corps	1		
Job hunting	1		
Continuing Education	2		
No Information	3		

ELEMENTARY EDUCATION			
		Teaching	3
		Day Care	1
		Continuing Education	1
		Homemaker	1
		No Information	1

MATHEMATICS EDUCATION			
		Teaching	1

MUSIC EDUCATION			
		Job hunting	1

PHYSICAL EDUCATION			
Job hunting	1	Retail Clerk	1

ENGLISH			
Pastor/Teacher	1	Admissions Counsellor	1
Gamble Robinson	1		

BIOLOGY			
Continuing Education	1	No Information	1
No Information	1		

MATHEMATICS			
Job hunting	1		

ROCKY MOUNTAIN COLLEGE GRADUATE SURVEY, cont.

Male		Female	

GEOLOGY			
Bartender	1	No Information	2

PSYCHOLOGY			
Social Worker	1	Indian Health Service	1
		Waitress	1
		Continuing Education	1
		No Information	1

HISTORY			
No Information	2		

SOCIOLOGY			
Job hunting	1	Retail Clerk	1
Continuing Education	1	Continuing Education	1
No Information	2	No Information	1

POLITICAL SCIENCE			
Teaching/Coaching	1	No Information	2
Quality Business Systems	1		
Continuing Education	2		
No Information	1		

FINE ARTS			
		Homemaker	1

MUSIC			
Continuing Education	1		

MONTANA STATE UNIVERSITY - BOZEMAN *
1983 PLACEMENT SURVEY

MAJOR	ALL	I.		II.		III.		IV.		V.		VI.		VII.	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M
COLLEGE OF AGRICULTURE	45	11	34		24			1	1	1	6			3	3
AGRICULTURAL BUSINESS	11	2	9		8			1	1			1			
AGRICULTURAL EDUCATION	9		9		7						1				1
AGRICULTURAL MECHANICS	11	4	7		6			1			1			1	
AGRONOMY	35	17	18	1	13	1	2	2	1	2	1	2		3	2
ANIMAL SCIENCE	4	1	3						1		1			1	1
CROPS	12	3	9		9			1			1				
FARM AND RANCH MGMT.	4	4			2					1				1	
HORTICULTURE	8		8		6										2
INDUSTRIAL ARTS- EDUC.	5		5		3										2
INDUSTRIAL ARTS- INDUSTRIES	4	2	2			1				1	1				
LAND RESOURCES- DESIGN	1	1			1			1							
LAND RESOURCES- HORTICULTURE	5	4	1		1					2				1	1
LAND RESOURCES- MGMT.	1	1												1	
LAND RESOURCES- RANGE	6	2	4		1			1						1	3
LAND RESOURCES- SOILS	4	3	1		1	1		1						1	
PLANT PROTECTION	11	7	4		5	2								1	
RANGE SCIENCE	6	3	3		2	3								1	
SOILS	40	4	36		23		1				1			1	11
COLLEGE OF ARTS & ARCHITECTURE	11	7	4		2		3	2						4	
ARCHITECTURE	5	5												2	
ART- EDUCATION	14	6	8		3		2				1			3	1
ART- GRAPHICS	18	7	11		1		3				1			5	6
FILM & T.V.- MOTION PICTURE	11	7	7		6		1	2		2	1			1	
FILM & T.V.- PHOTO	47	21	26		18	22				1					
FILM & T.V.- TELEVISION	7	5	2		4	1				2					3
MUSIC- EDUCATION	29	9	20		5	14					1			2	
SCHOOL OF BUSINESS	43	16	27		10	15		2	3		3			3	7
ACCOUNTING	57	33	24		22	14		1	6	2	6			1	
BUSINESS- DISTR. EDUC.	8	8			6			1						1	
FINANCE	74	68	6		36	4		10	2			10		4	
MANAGEMENT	12	12			8									2	
MARKETING	13	13			5									2	
OFFICE ADMINISTRATION	17	17			6			3	1			1		2	
COLLEGE OF EDUCATION	5	4	1			1						5		2	
ELEMENTARY	5	5				2									
HOME ECONOMICS- BUSINESS	29	21	8		7	6		4		2	2			4	
HOME ECONOMICS- CHILD DEVEL.	29	21	8		7	6									
HOME ECONOMICS- EDUC.\EXTEN.	12	12			8										
HOME ECONOMICS- FAMILY LIFE	13	13			5										
HOME ECON.- INST. FOOD MGMT.	17	17			6			1							
PHYSICAL\HEALTH	5	4	1			1									
COLLEGE OF ENGINEERING	5	5			2										
AGRICULTURAL	29	21	8		7	6		4		1	2	3		4	
CHEMICAL	9		9		3	27									
CIVIL	47	9	38		3	27									
COMPUTER SCIENCE	55	6	49		5	25				3	5				
CONSTRUCTION ENGR. TECH.	27	8	19		5	13					12				
ELECTRICAL	54	1	53			37					2			3	4
ELECTR. & ELECTRONIC TECH.	61	5	56			44					1			1	1
ENGINEERING SCIENCE	31	1	30		1	18					4				
	4		4			1					3				3

MSU PLACEMENT SURVEY, cont.

MAJOR	ALL	I.		II.		III.		IV.		V.		VI.		VII.	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M
COLLEGE OF ENGINEERING, cont.															
INDUSTRIAL	13	3	10	3	6	-	2	-	1	-	1	-	-	-	-
MECHANICAL	52	1	51	1	25	-	2	-	3	-	3	-	4	-	14
MECHANICAL ENGR. TECH.	36	1	35	1	14	-	3	-	2	-	-	-	3	-	13
COLLEGE OF LETTER & SCIENCES															
BIOL. SCIENCES- MEDICAL	16	4	12	1	1	-	1	1	-	2	10	-	-	-	-
BIOL. SCIENCES-															
FISH & WILDLIFE	6	2	4	-	-	-	-	2	-	-	2	-	-	-	2
BIOL. SCIENCES- ZOOLOGY	3	-	3	-	-	-	-	-	-	-	3	-	-	-	-
BIOL.\BOTANY EDUCATION	6	2	4	1	3	-	1	-	-	1	-	-	-	-	-
BOTANY	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
CHEMISTRY	16	3	13	-	-	-	1	-	-	1	8	-	-	2	4
EARTH SCIENCES- GEOGRAPHY	2	-	2	-	1	-	-	-	1	-	-	-	-	-	-
EARTH SCIENCES- GEO. PLNG.	5	4	1	3	-	-	-	-	-	1	-	-	-	-	1
EARTH SCIENCES- GEOLOGY	30	7	23	2	4	-	5	1	1	2	2	-	-	2	11
EARTH SCIENCES- GEOPHYSICS	2	1	1	-	-	-	-	-	-	-	-	-	-	1	1
ENGLISH- EDUCATION	6	5	1	3	1	1	-	-	-	-	-	-	-	1	-
FISH & WILDLIFE MGMT.	11	3	8	1	3	1	-	-	-	1	3	-	-	-	2
HISTORY- EDUCATION	3	3	-	1	-	-	-	-	-	-	-	-	-	-	-
MATHEMATICS	13	4	9	2	2	-	1	1	1	1	4	-	-	-	1
MATHEMATICS- EDUCATION	10	6	4	4	2	-	1	1	-	1	-	-	1	-	-
MICROBIOLOGY	7	4	3	-	1	-	-	-	-	2	-	-	-	2	2
MICROBIOLOGY- ENVIR. HEALTH	5	3	2	-	-	-	-	-	1	-	1	-	-	1	-
MICROBIOLOGY- MED. TECH.	19	16	3	-	-	2	-	-	-	12	1	-	-	4	2
MODERN LANGUAGES- EDUC.	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-
PHYSICS	10	1	9	-	3	-	-	-	-	1	6	-	-	-	-
PREMEDICINE	3	1	2	-	-	-	1	-	-	1	1	-	-	-	-
SOCIOLOGY- SOCIAL JUSTICE	29	10	13	8	2	4	-	-	3	1	1	-	-	4	7
SPEECH COMM.- PUBLIC REL.	25	19	6	6	3	-	-	1	-	2	2	-	-	10	1
ZOOLOGY	3	1	2	1	1	-	-	-	-	-	1	-	-	-	-

LEGEND

- I. TOTAL NUMBER OF GRADUATES IN EACH MAJOR.
- II. NUMBER OF GRADUATES THAT ARE EMPLOYED IN THEIR MAJOR FIELD.
- III. NUMBER OF GRADUATES THAT ARE EMPLOYED OUTSIDE THEIR MAJOR FIELD.
- IV. INACTIVE\ MILITARY SERVICE\HOMEMAKER
- V. NUMBER OF GRADUATES THAT ARE CONTINUING THEIR EDUCATION.
- VI. NOT PERMANENTLY EMPLOYED.
- VII. NUMBER OF GRADUATES THAT COULD NOT BE CONTACTED.

* Info compiled from MSU Career Placement and Planning raw data.

MONTANA COLLEGE OF MINERAL SCIENCE AND TECHNOLOGY, BUTTE
PLACEMENT DATA, 1982-83

SUMMARY BY PLACEMENT BY CATEGORY	MALE	FEMALE	TOTAL
1.SATISFACTORY CAREER POSITION	70(33%)	23(11%)	93(44%)
2.CONTINUING EDUCATION	29(14%)	6 (3%)	35(17%)
3.TEMPORARY OR NON-DEGREE-RELATED POSITION	33(15%)	10 (5%)	43(20%)
4.INACTIVE	1 (1%)	4 (4%)	5 (2%)
5.FOREIGN STUDENT	20 (9%)	1 (1%)	21(10%)
6.UNREPORTED	0	0	0
7.UNEMPLOYED	12 (6%)	3 (1%)	15 (7%)
TOTAL DEGREES GRANTED	165(78%)	47(22%)	212(100%)

PLACEMENT PERCENTAGES BY DEGREE AREA

The percentage figures, by department of degree area, of graduates who are employed or otherwise engaged in activities of their choice (U.S graduates, Bachelor's level only, total of categories 1-4 above) are as follows:

ARTS & SCIENCES DIVISION	MALE	FEMALE	TOTAL
Chemistry	--	100%	100%
Computer Science	33%	67%	100%
Mathematics	33%	67%	100%
Occupational Safety & Health	67%	26%	93%
Society & Technology	45%	40%	85%

ENGINEERING DIVISION

Engineering Science	64%	7%	71%
Environmental Engineering	75%	25%	100%
Geological Engineering	64%	36%	100%
Geophysical Engineering	75%	25%	100%
Metallurgical Engineering	67%	22%	89%
Mineral Processing Engineering	100%	--	100%
Mining Engineering	72%	14%	86%
Petroleum Engineering	84%	11%	95%

WESTERN MONTANA COLLEGE, DILLON
PLACEMENT DATA 1982-83

FIELD	MALES		FEMALES	
	GRADUATED	EMPLOYED	GRADUATED	EMPLOYED
Art Majors	2	1	2	1
Business Majors	0	0	2	0
English Majors	1	0	2	1
History/Social Science	6	3	2	1
Industrial Arts	12	6	0	0
Math Majors	3	3	3	3
Music Majors	0	0	3	3
Physical Education	9	8	5	1
Science Majors	4	4	1	1

NORTHERN MONTANA COLLEGE- HAVRE
PLACEMENT DATA, 1982-83

ACADEMIC PROGRAM	Placed		Employed in Field		Employed outside field		Military/Inactive		Cont. Education		Not Employed		Number of Registrants	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
ONE YEAR CERTIFICATES														
Automotive Technology	4	-	2	-	2	-	4	-	2	-	-	-	10	-
Diesel Technology	1	-	-	-	1	-	-	-	1	-	-	-	2	-
Metals Technology	1	-	1	-	-	-	-	-	-	-	-	-	1	-
ASSOCIATE OF ENGINEERING														
Construction Tech.	-	-	-	-	-	-	-	-	1	-	-	-	1	-
Electronics Tech.	1	-	1	-	-	-	-	-	-	-	-	-	1	-
ASSOCIATE OF SCIENCE														
Agriculture Tech.	8	2	7	2	1	-	-	-	4	1	-	-	12	3
Automotive Tech.	11	-	8	-	3	-	-	-	4	-	-	-	15	-
Business Admin.	1	6	-	5	1	1	-	1	2	8	-	-	3	15
Computer Tech.	1	2	1	1	-	1	-	-	4	2	-	-	5	4
Construction Tech.	2	1	2	1	-	-	-	-	2	-	-	-	4	1
Diesel Tech.	10	-	7	-	3	-	-	-	3	-	-	-	14	-
Drafting Tech.	8	3	5	1	3	2	-	-	6	2	1	-	15	5
Electrical Tech.	2	-	-	-	2	-	-	-	1	-	1	-	4	-
Electronics Tech.	3	-	1	-	2	-	-	-	2	-	2	-	7	-
Environmental Health	1	1	1	1	-	-	-	-	1	2	1	-	2	4
Mechanical Tech.	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Metals Technology	4	-	2	-	2	-	1	-	-	-	-	-	5	-
Nursing	1	4	1	40	-	1	-	2	-	-	1	1	1	44
Secretarial Tech.	-	7	-	4	-	3	-	2	-	1	-	2	-	12
BACHELOR OF ARTS														
Change and Values	1	-	-	-	1	-	-	-	-	-	-	-	1	-
BACHELOR OF SCIENCE														
Elementary Education	1	19	1	13	-	6	-	-	1	1	-	2	2	23
Secondary Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Business Broadfield	2	1	1	-	1	1	-	1	-	1	-	-	2	2
English	-	1	-	-	-	-	-	-	-	-	-	-	-	1
English Extended	-	-	-	-	-	-	-	-	-	-	1	-	1	-
General Science	-	-	-	-	-	-	-	-	1	-	-	-	1	-
History	1	-	1	-	-	-	-	-	-	-	-	-	1	-
Industrial Arts	6	-	4	-	2	-	-	-	1	-	-	-	7	-
Ind.Arts Broadfield	4	-	-	-	2	-	-	-	-	-	-	-	6	-
Math	1	-	1	-	-	-	-	-	-	-	1	-	1	1
Physical Education	3	2	2	2	1	-	1	-	-	1	1	-	5	3
Social Sci. Broadfield	-	2	-	1	-	1	-	-	-	-	-	-	1	2
Trades and Industry	1	-	1	-	-	-	-	-	-	-	-	-	1	-
Automotive Option	1	-	1	-	-	-	-	-	-	-	-	-	1	-
Drafting Option	-	-	-	-	-	-	-	1	-	-	-	-	-	1
BACHELOR OF TECHNOLOGY														
Automotive	5	-	3	-	2	-	-	-	-	-	-	-	5	-
Business	10	10	10	7	-	3	1	-	1	1	2	1	14	13
Construction	11	-	9	-	2	-	-	-	-	-	2	-	13	-
Diesel	6	-	6	-	-	-	-	-	-	-	1	-	7	-
Drafting	3	3	3	2	-	1	-	1	1	-	-	1	4	5

Northern Montana College Placement Survey, cont.

ACADEMIC PROGRAM	Placed		Employed in Field		Employed Outside Field		Out-Field		Military Inactive		Continuing Education		Not Employed		Number of Registrants	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
BACHELOR OF TECHNOLOGY																
Electronics	7	-	4	-	3	-	1	-	1	-	-	-	1	-	9	-
Mechanical	1	-	-	-	1	-	-	-	-	-	1	-	-	-	2	-
Trade and Technical	2	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-
MASTER OF EDUCATION																
Career Guidance & Counseling	5	14	4	14	1	-	8	-	-	-	-	-	-	2	13	16
Elementary Education	7	15	7	15	-	-	-	-	-	-	-	-	-	1	7	16
Vocational Guidance	6	3	6	3	-	-	-	-	-	-	-	-	-	-	6	3
TOTALS	143	133	107	112	34	21	18	9	18	9	39	20	14	12	214	174
	(52%)	(48%)	(49%)	(51%)	(6%)	(3%)	(6%)	(3%)	(6%)	(3%)	(66%)	(34%)	(54%)	(46%)	(55%)	(45%)

CARROLL COLLEGE GRADUATE SURVEY
BACHELOR OF ARTS DEGREES GRANTED, MAY 1982

Male		Female	

COMMUNICATIONS ARTS			
Management Trainee	1	State of Montana	2
Returned to Carroll	1	Graduate School	2
		Theatre (Actress)	1
		Self-employed	1
		College Adm. Recruiter	1
		Not in job market	2

ENGLISH			
Returned to Carroll	1	Graduate School	1
Photographer	1		
Graduate School	1		
Hotel Management Trainee	1		

PHILOSOPHY			
Graduate School	1		
Law School	1		
Radio Broadcaster	1		

RELIGIOUS EDUCATION			
Enrolled in Vo-Tech	1		

THEOLOGY			
Seminarians	2	Retreat Center Assistant	1

RELIGIOUS EDUCATION AND THEOLOGY			
Secondary Teacher	1	Graduate School	1

BIOLOGY			
Medical School	7	Medical School	3
Dental School	3	Veterinary School	1
Graduate School	2	Graduate School	4
Optometry School	1	Medical Technologist	1
Secondary Teacher	1		
No Information	3		

CARROLL COLLEGE GRADUATE SURVEY, cont.

Male		Female	

MATHEMATICS			
3-2 Engineering Program	4	3-2 Engineering Program	1
Petroleum Engineer	1	Graduate School	1
Space Shuttle Engineer	1	Secondary Teacher	1
College Instructor	1	Computer Lab Instructor	1
Graduate School	1		
Engineer, Fed. Govt.	1		
Engineer	1		
Secondary Teacher	1		

COMBINED SCIENCES: BIOLOGY-CHEMISTRY			
		Medical Technologists	7

DENTAL HYGIENE			
		Dental Hygienists	19
		No Information	1

MEDICAL RECORDS ADMINISTRATION			
Graduate School	2	Medical Record Adms.	7

NURSING			
		Nurses	14

ACCOUNTING			
Self-employed	1	Self-employed	1
Accounting Firms	5	Accounting Firms	2
Graduate School	1	State of Montana	5
Bank	1	Oil Company	2
Law School	1	Sales	1
		Bank	1
		Saving and Loans	2
		Deceased	1

BUSINESS ADMINISTRATION			
Auto Association	1	Credit Union	1
State of Montana	2	Law School	1
Mining/Smelter	1	Not in job market	1
Sales	4		
Bank	2		
Finance	2		
Self-employed	2		
No Information	2		

CARROLL COLLEGE GRADUATE SURVEY, cont.

Male		Female	

ELEMENTARY/SPECIAL EDUCATION			
Elementary Teacher	1	Elementary Teacher	3
		Jesuit Volunteer Corps	1

ELEMENTARY EDUCATION			
Elementary Teacher	5	Elementary Teacher	11
No Information	1	Clerk, Telephone Co.	1
		Not in job market	3

HISTORY			
Law School	3		

PHYSICAL EDUCATION			
Secondary Teacher	6		
Not in job market	1		
No Information	1		

PSYCHOLOGY			
Secondary Counselor	2	Graduate School	1
Graduate School	1		

POLITICAL SCIENCE			
Graduate School	2	Graduate School	1
Law Enforcement	1		
Law School	2		
Sales/Office Equip.	1		
No Information	1		

SOCIAL SCIENCES			
		Secondary Teacher	1

SOCIOLOGY			
Developmentally		Social Agency	1
Disabled Adm.	1	Group Home	2
Returned to Carroll	1	Graduate School	1
Physical Fitness Instructor	1	Jesuit Volunteer Corps	1
		Senator's Aide	1
		Post Office Investigator	1
		Not in job market	1
		No Information	1

FLATHEAD VALLEY COMMUNITY COLLEGE GRADUATE SURVEY, 1983

(Survey results shown are only those students who responded.
Students continuing education are not included.)

Male		Female	

BUSINESS ADMIN. TRANSFER DEGREE			
Heavy Equip. Operator	1		
Produce Clerk	1		

BUSINESS MGMT. - 2yr. DEGREE			
Clerk	1	Journeyman Clerk	1
Charter Bus Driver	1	Unemployed	1
Unemployed	1	Not seeking employment	1

SURVEY - 2yr. DEGREE			
Crew Chief	1		
Survey Tech.	1		

SECRETARIAL SCIENCE - 2yr. DEGREE			
		Sales Clerk	1
		Waitress/Asst. Mgr.	1
		House Cleaning	1

FORESTRY TECHNICIAN			
Forest Tech.	3		

HUMAN SERVICES- 2yr. DEGREE			
Skilled Laborer	1	House Director	1
		Handicap Aide	1
		Vet Asst./Receptionist	1
		Barmaid/tender	1
		Eligibility Tech.	1
		Interviewer	1
		Research	1
		Unemployed	2
		Not seeking employment	2

UNIVERSITY OF MONTANA - MISSOULA
SUMMARY OF THE 1983 GRADUATE SURVEY 11

MAJOR	I. TOTAL GRADS		II.		III.		IV.		V.		VI.		VII.		VIII.	
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
COLLEGE OF ARTS & SCIENCES																
ANTHROPOLOGY	17	11	6	2	2	3	3	-	1	-	2	2	-	2	-	
BIOLOGY	13	8	5	2	1	1	1	-	1	-	-	4	-	-	-	
BOTANY	13	6	7	5	2	-	2	-	1	-	-	-	-	-	1	
CHEMISTRY-BA	5	2	3	1	1	-	-	-	1	-	-	1	2	-	-	
CHEMISTRY-BS	5	1	4	1	1	-	-	-	2	-	-	-	-	-	1	
CLASSICS	3	-	3	-	1	-	-	1	1	-	-	-	-	-	-	
COMM. SCIENCES & DISORDERS	14	13	1	-	-	1	-	1	10	-	-	1	-	-	-	
COMPUTER SCIENCE	24	3	21	1	14	-	-	-	4	-	1	2	-	-	2	
ECONOMICS	18	6	12	2	3	1	4	1	1	4	1	1	-	-	-	
ENGLISH	45	25	20	8	5	3	1	2	6	9	2	3	1	3	2	
FRENCH	9	7	2	3	-	1	2	-	2	1	-	-	-	2	-	
GEOGRAPHY	14	3	11	1	5	1	2	-	1	16	4	2	3	1	2	
GEOLOGY	54	14	40	6	6	-	8	-	2	2	4	1	1	1	-	
GERMAN	7	5	2	1	1	-	1	1	2	4	-	1	-	-	-	
HISTORY	30	10	20	-	2	2	5	1	4	-	2	4	1	1	4	
INTERPERSONAL COMM.	20	19	1	6	-	-	2	-	2	-	-	2	-	3	1	
LATIN	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
LIBERAL ARTS	14	11	3	2	1	3	2	-	4	1	-	-	-	1	-	
MATHEMATICS	14	6	8	3	3	-	-	-	3	3	-	2	-	-	-	
PHILOSOPHY	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
PHYSICS	2	-	2	-	-	-	-	-	2	2	-	-	-	-	-	
POLITICAL SCIENCE	21	6	15	1	-	-	2	1	1	7	1	1	1	-	3	
PRE-MED	1	-	1	-	-	-	-	-	-	1	-	-	-	-	-	
PSYCHOLOGY	30	20	10	2	2	6	-	1	8	4	-	-	2	4	2	
RELIGIOUS STUDIES	4	1	3	-	1	-	-	1	-	-	1	-	-	-	1	
RUSSIAN	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	
SOCIAL WORK	34	26	8	11	3	2	-	4	2	2	3	7	1	1	1	
SOCIOLOGY	25	12	13	-	5	3	-	1	2	2	3	1	1	3	2	
SPANISH	2	-	2	-	-	-	-	-	1	1	-	1	1	-	-	
ZOOLOGY	20	10	10	1	1	3	4	2	2	1	2	2	1	-	1	
SCHOOL OF BUSINESS																
ACCOUNTING	99	39	60	24	41	1	3	1	1	3	1	5	7	6	5	
FINANCE	77	25	52	16	23	-	5	-	1	4	6	6	8	2	6	
INSURANCE	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
MANAGEMENT	147	58	89	23	50	4	9	-	8	5	1	14	10	8	11	
SCHOOL OF EDUCATION																
ART (EDUC.)	8	6	2	4	-	2	1	-	-	-	-	-	-	-	1	
BIOLOGY	6	2	4	-	1	-	1	1	-	-	-	1	2	-	-	
BUSINESS EDUC.	7	7	-	4	-	-	3	-	-	-	-	-	-	-	-	
DRAMA (EDUC.)	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
EARTH SCIENCE	3	2	1	-	1	2	-	-	-	-	2	-	-	-	-	
ELEMENTARY	71	57	14	45	11	3	1	2	1	-	-	3	-	3	-	
ENGLISH	15	11	4	3	3	2	-	1	3	1	-	1	-	1	-	
GENERAL SCIENCE	10	3	7	1	2	1	1	1	2	1	-	1	2	1	1	
HEALTH & P.E.	27	11	16	3	9	2	1	3	1	1	3	-	1	1	1	
HISTORY	9	4	5	1	2	1	1	-	-	-	-	-	-	1	-	
HOME EC. (EDUC.)	10	10	-	5	-	3	-	-	1	-	-	-	-	1	-	
HOME EC. (NON-TECH.)	8	8	-	1	-	-	-	-	1	-	-	2	-	4	-	
LATIN	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
MATHEMATICS	11	5	6	4	6	-	-	-	-	-	-	-	-	-	-	
MUSIC (EDUC.)	7	5	2	4	2	-	-	-	-	-	-	-	-	-	1	

U OF M GRADUATE SURVEY, CONT.

	I. TOTAL GRADS			III.		IV.		V.		VI.		VII.		VIII.	
	ALL	F	M	F	M	F	M	F	M	F	M	F	M	F	M
COLLEGE OF ARTS & SCIENCES, CONT.															
SOCIOLOGY*	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
SPANISH*	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
ZOOLOGY*	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-
ZOOLOGY**	4	2	2	-	1	-	-	-	1	1	-	-	-	-	-
SCHOOL OF BUSINESS ADMINISTRATION															
MBA (EXCLUDES 29 GRADS OF AIR	31	11	20	9	12	1	1	-	2	-	-	1	4	-	-
FORGE INST. OF TECH. IN GREAT FALLS)															
SCHOOL OF EDUCATION															
ADMINISTR. & SUPERV. **	6	2	4	2	4	-	-	-	-	-	-	-	-	-	-
EDUCATION- MED*	51	23	28	18	22	1	2	-	-	-	-	-	-	3	3
EDUCATION- MS*	1	-	1	-	1	-	-	1	-	-	-	-	-	-	-
GUIDANCE & COUNS. *	8	7	1	4	-	1	-	-	-	-	-	1	-	-	-
HEALTH & P.E.*	9	4	5	4	2	-	-	-	-	-	-	-	1	-	-
HEALTH & P.E.*(MS FOR TEACHERS)	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-
SCHOOL OF FINE ARTS															
ART*	4	3	1	2	1	-	-	-	-	-	-	-	-	-	-
CREATIVE WRITING*	14	8	6	3	1	1	1	-	-	-	-	-	-	-	-
DRAMA*	5	2	3	2	1	-	-	1	-	2	1	-	2	1	-
MUSIC COMPOSITION*	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
MUSIC PERFORMANCE*	4	3	1	2	-	-	1	-	-	-	-	-	-	-	-
SCHOOL OF FORESTRY															
FORESTRY*	10	3	7	2	6	-	-	-	-	-	-	-	-	-	1
FORESTRY**	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-
RESOURCE CONSERVATION*	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
WILDLIFE BIOLOGY*	7	4	3	1	2	-	-	-	-	-	-	2	1	-	-
SCHOOL OF JOURNALISM															
JOURNALISM*	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
SCHOOL OF LAW															
LAW**	78	24	54	16	47	1	-	-	2	-	-	2	5	-	-
SCHOOL OF PHARMACY & ALLIED HEALTH SERVICES															
MICROBIOLOGY*	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-
PHARMACY*	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-

LEGEND:

- I. TOTAL NUMBER OF GRADUATES
- II. EMPLOYED IN FIELD
- III. SATISFACTORILY EMPLOYED OUTSIDE FIELD
- IV. TRAVEL, INACTIVE, HOMEMAKER (BY CHOICE)
- V. CONTINUING EDUCATION
- VI. EMPLOYED BUT NOT SATISFACTORILY
- VII. NOT PERMANENTLY EMPLOYED
- VIII. NO INFORMATION
- * MASTER'S
- ** DOCTORATE

I1 INFO COMPILED FROM CAREER SERVICE'S RAW DATA

APPENDIX B

Status of the Montana Civilian Labor Force
By Sex, Race, and Age, by County

1980 Census

MONTANA CIVILIAN LABOR FORCE
EMPLOYMENT STATUS BY SEX, RACE, AND AGE, BY COUNTY
1980 CENSUS

EMPLOYED PERSONS

	BEAVERHEAD	BIGHORN	BLAINE	BROADWATER	CARTER	CARBON	CASCADE	CHOUTEAU	CUSTER	DANIELS
TOTAL LABOR FORCE	3,817	4,660	2,884	1,415	860	3,325	39,821	2,593	6,192	1,138
CIV. LABOR FORCE	3,808	4,654	2,879	1,415	860	3,325	35,469	2,579	6,192	1,136
EMPLOYED	3,599	3,962	2,745	1,270	851	3,121	32,719	2,517	5,929	1,112
WHITE	3,494	2,701	2,108	1,254	835	3,081	31,294	2,448	5,770	1,110
16-24 YRS.	833	471	367	244	144	423	6,686	389	1,454	149
25-54 YRS.	2,086	1,662	1,255	797	503	1,968	20,099	1,516	3,438	685
55 YRS. AND OVER	575	568	486	213	188	690	4,509	543	878	276
BLACK	--	--	--	--	--	--	183	--	--	--
16-24 YRS.	--	--	--	--	--	--	51	--	--	--
25-54 YRS.	--	--	--	--	--	--	119	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	13	--	--	--
NATIVE AMERICAN	46	1,158	627	--	--	5	689	66	52	--
16-24 YRS.	3	228	196	--	--	--	202	18	4	--
25-54 YRS.	43	776	389	--	--	5	448	43	48	--
55 YRS. AND OVER	--	154	42	--	--	--	39	5	--	--
OTHER RACES	52	82	--	--	13	33	553	--	97	--
16-24 YRS.	22	11	--	--	9	9	119	--	37	--
25-54 YRS.	30	65	--	--	4	15	403	--	60	--
55 YRS. AND OVER	--	6	--	--	--	9	31	--	--	--
FEMALE LABOR FORCE	1,366	1,968	1,117	506	281	1,266	15,841	758	2,647	349
FEMALE CLF	1,366	1,142	1,117	506	281	1,266	15,509	751	2,647	349
EMPLOYED	1,286	1,757	1,061	461	277	1,157	14,574	727	2,545	335
WHITE	1,258	1,118	764	458	272	1,154	13,742	704	2,474	333
16-24 YRS.	341	212	150	99	33	170	3,432	127	682	42
25-54 YRS.	727	717	493	284	184	697	8,600	440	1,474	217
55 YRS. AND OVER	190	189	121	75	55	287	1,710	137	318	74
BLACK	--	--	--	--	--	--	118	--	--	--
16-24 YRS.	--	--	--	--	--	--	43	--	--	--
25-54 YRS.	--	--	--	--	--	--	75	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	11	597	297	--	--	--	343	23	26	--
16-24 YRS.	--	167	81	--	--	--	81	2	4	--
25-54 YRS.	11	393	207	--	--	--	247	21	22	--
55 YRS. AND OVER	--	37	9	--	--	--	15	--	--	--
OTHER RACES	16	31	--	--	2	1	371	--	45	--
16-24 YRS.	2	--	--	--	2	--	89	--	16	--
25-54 YRS.	14	25	--	--	--	1	266	--	29	--
55 YRS. AND OVER	--	6	--	--	--	--	16	--	--	--

Source: Montana 1980 Census , Chapter D

MONTANA CIVILIAN LABOR FORCE- EMPLOYED, cont.

	DAWSON	DEERLODGE	FALLON	FERGUS	FLATHEAD	GALLATIN	GARFIELD	GLACIER	VALLEY	GRANITE
TOTAL LABOR FORCE	5,999	5,289	1,545	5,740	23,556	20,581	798	4,696	446	1,087
CIV. LABOR FORCE	5,999	5,289	1,545	5,728	23,514	20,550	794	4,696	446	1,087
EMPLOYED	5,754	4,846	1,513	5,403	20,168	19,132	783	4,294	441	985
WHITE	5,679	4,771	1,489	5,319	19,841	18,776	782	2,697	435	966
16-24 YRS.	1,463	966	385	879	3,961	5,316	178	531	51	154
25-54 YRS.	3,270	2,960	852	3,403	13,310	11,474	427	1,656	269	589
55 YRS. AND OVER	946	845	252	1,037	2,570	1,986	177	510	115	223
BLACK	--	10	--	--	12	26	--	--	--	--
16-24 YRS.	--	--	--	--	--	7	--	--	--	--
25-54 YRS.	--	10	--	--	12	19	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	31	59	--	43	129	100	--	1,579	--	12
16-24 YRS.	20	44	--	19	19	40	--	345	--	3
25-54 YRS.	11	15	--	33	88	60	--	945	--	6
55 YRS. AND OVER	--	--	--	--	22	--	--	289	--	3
OTHER RACES	13	11	14	37	186	222	--	18	--	--
16-24 YRS.	--	6	5	14	76	89	--	10	--	--
25-54 YRS.	--	--	9	33	94	93	--	--	--	--
55 YRS. AND OVER	--	6	--	--	16	40	--	8	--	--
FEMALE LABOR FORCE	2,216	2,161	456	2,360	9,139	8,751	258	1,995	158	378
FEMALE CLF	2,216	2,161	456	2,360	9,128	8,744	258	1,995	158	378
EMPLOYED	2,110	2,006	440	2,251	8,208	8,218	249	1,845	155	362
WHITE	2,084	1,977	425	2,202	8,104	8,050	249	1,106	152	355
16-24 YRS.	578	412	126	428	1,983	2,577	52	284	12	58
25-54 YRS.	1,213	1,205	261	1,342	5,274	4,810	149	682	109	228
55 YRS. AND OVER	293	360	38	432	847	663	48	140	31	69
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	--	29	--	28	33	57	--	721	--	4
16-24 YRS.	--	14	--	9	11	34	--	175	--	4
25-54 YRS.	--	15	--	19	11	23	--	422	--	--
55 YRS. AND OVER	--	--	--	--	11	--	--	124	--	--
OTHER RACES	--	--	--	17	71	111	--	18	--	--
16-24 YRS.	--	--	--	5	27	42	--	10	--	--
25-54 YRS.	--	--	--	12	39	53	--	--	--	--
55 YRS. AND OVER	--	--	--	--	5	16	--	8	--	--

MONTANA CIVILIAN LABOR FORCE- EMPLOYED, cont.

	HILL	JEFFERSON	JUDITH BASIN	LAKE	LEWIS&CLARK	LIBERTY	LINCOLN	MADISON	MCCONE	MEAGHER
TOTAL LABOR FORCE	8,302	3,081	1,158	7,345	21,752	928	7,576	2,537	1,171	1,013
CIV. LABOR FORCE	8,302	3,081	1,158	7,345	21,655	928	7,576	2,537	1,168	1,013
EMPLOYED	7,762	2,898	1,108	6,610	20,553	911	5,490	2,451	1,144	955
WHITE	7,124	2,826	1,100	5,651	20,034	903	5,351	2,396	1,140	953
16-24 YRS.	1,770	394	168	862	4,454	180	946	394	230	190
25-54 YRS.	4,256	2,013	722	3,875	13,020	543	3,702	1,497	663	598
55 YRS. AND OVER	1,098	419	210	914	2,560	180	703	505	247	165
BLACK	--	--	--	12	22	--	--	--	--	--
16-24 YRS.	--	--	--	--	--	--	--	--	--	--
25-54 YRS.	--	--	--	12	15	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	7	--	--	--	--	--
NATIVE AMERICAN	515	26	--	880	296	--	57	--	--	--
16-24 YRS.	147	10	--	259	66	--	7	--	--	--
25-54 YRS.	330	16	--	512	199	--	38	--	--	--
55 YRS. AND OVER	38	--	--	109	31	--	12	--	--	--
OTHER RACES	116	46	--	54	201	--	82	42	--	--
16-24 YRS.	32	14	--	--	74	--	36	2	--	--
25-54 YRS.	78	29	--	42	116	--	39	40	--	--
55 YRS. AND OVER	6	3	--	12	11	--	7	--	--	--
FEMALE LABOR FORCE	3,293	1,233	487	2,982	9,881	280	2,622	946	368	375
FEMALE CLF	3,293	1,233	487	2,982	9,875	280	2,622	946	368	375
EMPLOYED	3,112	1,191	458	2,727	9,528	273	2,166	911	360	360
WHITE	2,803	1,152	453	2,355	9,247	268	2,102	890	360	360
16-24 YRS.	883	209	51	373	2,293	55	452	147	86	81
25-54 YRS.	1,598	759	266	1,634	5,839	167	1,419	593	213	226
55 YRS. AND OVER	322	184	36	348	1,115	46	231	150	61	53
BLACK	--	--	--	12	12	--	--	--	--	--
16-24 YRS.	--	--	--	--	--	--	--	--	--	--
25-54 YRS.	--	--	--	12	5	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	7	--	--	--	--	--
NATIVE AMERICAN	270	10	--	340	172	--	31	--	--	--
16-24 YRS.	93	4	--	112	44	--	--	--	--	--
25-54 YRS.	151	6	--	178	119	--	19	--	--	--
55 YRS. AND OVER	26	--	--	50	9	--	12	--	--	--
OTHER RACES	35	29	--	20	97	--	33	14	--	--
16-24 YRS.	5	7	--	--	37	--	8	2	--	--
25-54 YRS.	30	19	--	20	60	--	18	12	--	--
55 YRS. AND OVER	--	3	--	--	--	--	7	--	--	--

MONTANA CIVILIAN LABOR FORCE- EMPLOYED, cont.

TOTAL LABOR FORCE CIV. LABOR FORCE	MINERAL	MISSOULA	MUSSELSHILL PARK	PETROLEUM	PHILLIPS	PONDERA	POWDERRIVER	POWELL	PRAIRIE
1,594	1,594	37,285	1,783	292	2,346	3,064	1,296	2,802	752
1,594	1,594	37,232	1,780	292	2,344	3,064	1,296	2,802	752
EMPLOYED	1,346	33,264	1,690	289	2,188	2,875	1,281	2,492	716
WHITE	1,318	32,408	1,680	289	2,073	2,680	1,242	2,456	700
16-24 YRS.	243	7,781	260	48	481	526	219	387	111
25-54 YRS.	906	21,229	1,018	170	1,208	1,613	731	1,594	427
55 YRS. AND OVER	169	3,398	402	71	384	541	292	475	162
BLACK	--	28	--	--	--	--	--	--	--
16-24 YRS.	--	4	--	--	--	--	--	--	--
25-54 YRS.	--	24	--	--	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	13	345	--	--	107	173	27	22	--
16-24 YRS.	3	87	--	--	24	40	12	12	--
25-54 YRS.	10	238	--	--	81	94	15	10	--
55 YRS. AND OVER	--	20	--	--	2	39	--	--	--
OTHER RACES	7	483	--	--	--	22	--	--	--
16-24 YRS.	2	102	--	--	--	8	--	--	--
25-54 YRS.	5	325	--	--	--	14	--	--	--
55 YRS. AND OVER	--	56	--	--	--	--	--	--	--
FEMALE LABOR FORCE	570	15,955	635	72	816	1,174	453	1,112	245
FEMALE CLF	570	15,955	635	72	816	1,174	453	1,112	245
EMPLOYED	510	14,433	604	72	775	1,094	449	1,025	235
WHITE	502	14,028	601	72	720	1,003	428	999	232
16-24 YRS.	90	4,087	95	9	192	227	89	151	37
25-54 YRS.	353	8,555	341	49	428	563	255	682	151
55 YRS. AND OVER	59	1,386	165	14	100	213	84	166	44
BLACK	--	7	--	--	--	--	--	--	--
16-24 YRS.	--	--	--	--	--	--	--	--	--
25-54 YRS.	--	7	--	--	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	--	186	--	--	50	83	12	12	--
16-24 YRS.	--	67	--	--	10	21	4	7	--
25-54 YRS.	--	99	--	--	38	41	8	5	--
55 YRS. AND OVER	--	20	--	--	2	21	--	--	--
OTHER RACES	2	212	--	--	--	8	--	--	--
16-24 YRS.	--	49	--	--	--	8	--	--	--
25-54 YRS.	2	134	--	--	--	--	--	--	--
55 YRS. AND OVER	--	29	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- EMPLOYED, cont.

	RAVALLI	RICHLAND	ROOSEVELT	ROSEBUD	SANDERS	SHERIDAN	SILVERBOW	STILLWATER	SWEETGRASS	TETON
TOTAL LABOR FORCE	8,856	5,761	4,709	4,364	3,209	2,422	16,364	2,260	1,466	2,732
CIV. LABOR FORCE	8,856	5,744	4,709	4,364	3,209	2,422	16,330	2,260	1,466	2,730
EMPLOYED	7,804	5,475	4,242	4,128	2,621	2,394	14,871	2,101	1,417	2,602
WHITE	7,604	5,349	3,202	3,515	2,568	2,365	14,354	2,100	1,407	2,559
16-24 YRS.	1,114	1,384	646	667	466	455	2,794	306	226	475
25-54 YRS.	5,448	3,085	1,524	2,858	1,706	1,357	9,015	1,402	857	1,554
55 YRS. AND OVER	1,042	730	767	590	396	553	2,545	392	324	530
BLACK	11	--	--	--	--	--	47	--	--	--
16-24 YRS.	--	--	--	--	--	--	15	--	--	--
25-54 YRS.	11	--	--	--	--	--	24	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	8	--	--	--
NATIVE AMERICAN	66	39	978	597	32	14	121	1	--	28
16-24 YRS.	20	--	270	179	11	5	24	--	--	2
25-54 YRS.	39	39	611	365	11	7	83	1	--	20
55 YRS. AND OVER	7	--	97	43	10	2	14	--	--	6
OTHER RACES	123	87	62	26	12	8	349	--	--	--
16-24 YRS.	15	30	28	--	3	2	87	--	--	--
25-54 YRS.	88	38	27	18	9	6	231	--	--	--
55 YRS. AND OVER	20	19	7	8	--	--	31	--	--	--
FEMALE LABOR FORCE	3,372	1,877	1,894	1,584	1,145	760	6,779	785	548	981
FEMALE CLF	3,372	1,877	1,894	1,584	1,145	760	6,769	785	548	981
EMPLOYED	3,006	1,702	1,694	1,481	1,000	749	6,205	758	527	941
WHITE	2,907	1,671	1,247	1,184	984	736	6,030	758	525	928
16-24 YRS.	451	479	294	216	172	159	1,296	124	90	194
25-54 YRS.	2,095	913	697	754	680	438	3,662	516	331	552
55 YRS. AND OVER	361	279	256	214	132	139	1,072	118	104	182
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	44	3	422	292	9	11	32	--	--	11
16-24 YRS.	7	--	104	83	--	5	7	--	--	--
25-54 YRS.	30	3	292	187	9	4	25	--	--	8
55 YRS. AND OVER	7	--	26	22	--	2	--	--	--	3
OTHER RACES	55	28	25	5	7	--	143	--	--	--
16-24 YRS.	7	8	25	--	3	--	45	--	--	--
25-54 YRS.	42	16	9	5	4	--	98	--	--	--
55 YRS. AND OVER	6	4	--	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- EMPLOYED, cont.

	TOOLE		TRFASURK		VALLEY		WHEATLAND		WIBAU		YELLOWSTONE	
TOTAL LABOR FORCE	2,341	391	4,714	1,101	558	53,075						
CIV. LABOR FORCE	2,341	391	4,714	1,101	558	53,950						
EMPLOYED	2,258	389	4,479	1,030	552	49,400.						
WHITE	2,238	376	4,203	1,026	548	47,600						
16-24 YRS.	404	55	800	144	104	10,947						
25-54 YRS.	1,326	244	2,662	648	331	30,355						
55 YRS. AND OVER	508	77	741	233	115	11,298						
BLACK	--	--	--	--	--	75						
16-24 YRS.	--	--	--	--	--	16						
25-54 YRS.	--	--	--	--	--	53						
55 YRS. AND OVER	--	--	--	--	--	6						
NATIVE AMERICAN	10	--	256	--	--	612						
16-24 YRS.	2	--	58	--	--	110						
25-54 YRS.	8	--	160	--	--	491						
55 YRS. AND OVER	--	--	38	--	--	11						
OTHER RACES	10	10	10	--	--	1,120						
16-24 YRS.	3	1	7	--	--	376						
25-54 YRS.	7	6	3	--	--	626						
55 YRS. AND OVER	--	3	--	--	--	118						
FEMALE LABOR FORCE	856	94	1,924	471	142	22,223						
FEMALE CLF	856	94	1,924	471	142	22,223						
EMPLOYED	830	92	1,836	444	136	20,992						
WHITE	815	88	1,677	441	134	20,214						
16-24 YRS.	165	15	366	63	29	5,457						
25-54 YRS.	434	54	1,046	277	88	12,252						
55 YRS. AND OVER	216	19	265	101	17	2,505						
BLACK	--	--	--	--	--	19						
16-24 YRS.	--	--	--	--	--	--						
25-54 YRS.	--	--	--	--	--	13						
55 YRS. AND OVER	--	--	--	--	--	6						
NATIVE AMERICAN	8	--	142	--	--	279						
16-24 YRS.	--	--	24	--	--	44						
25-54 YRS.	8	--	88	--	--	235						
55 YRS. AND OVER	--	--	30	--	--	--						
OTHER RACES	7	1	7	--	--	480						
16-24 YRS.	--	1	/	--	--	192						
25-54 YRS.	7	--	--	--	--	224						
55 YRS. AND OVER	--	--	--	--	--	64						

MONTANA CIVILIAN LABOR FORCE
EMPLOYMENT STATUS BY SEX, RACE, AND AGE, BY COUNTY
1980 CENSUS

UNEMPLOYED PERSONS

	BEAVERHEAD	BIGHORN	BLAINE	BROADWATER	CARTER	CARBON	CASCADE	CHOUTEAU	CUSTER	DANIELS
TOTAL UNEMPLOYED	209	692	134	145	9	204	2,750	62	263	24
WHITE	209	115	65	139	9	202	2,445	62	263	24
16-24 YRS.	84	55	35	37	--	35	923	24	90	7
25-54 YRS.	96	52	24	93	9	116	1,290	35	106	15
55 YRS. AND OVER	29	8	6	9	--	51	232	3	67	2
BLACK	--	--	--	--	--	--	29	--	--	--
16-24 YRS.	--	--	--	--	--	--	2	--	--	--
25-54 YRS.	--	--	--	--	--	--	21	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	6	--	--	--
NATIVE AMERICAN	--	567	65	--	--	2	210	--	--	--
16-24 YRS.	--	224	39	--	--	2	81	--	--	--
25-54 YRS.	--	323	17	--	--	--	115	--	--	--
55 YRS. AND OVER	--	20	9	--	--	--	14	--	--	--
OTHER RACES	--	6	--	--	--	--	66	--	--	--
16-24 YRS.	--	6	--	--	--	--	40	--	--	--
25-54 YRS.	--	--	--	--	--	--	19	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	7	--	--	--

FEMALE UNEMPLOYMENT

TOTAL	81	211	56	45	4	109	935	24	102	14
WHITE	81	24	32	43	4	109	822	24	102	14
16-24 YRS.	40	18	17	14	--	25	318	4	52	5
25-54 YRS.	37	6	15	27	4	55	435	20	22	7
55 YRS. AND OVER	4	--	--	2	--	29	69	--	28	2
BLACK	--	--	--	--	--	--	15	--	--	--
16-24 YRS.	--	--	--	--	--	--	2	--	--	--
25-54 YRS.	--	--	--	--	--	--	7	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	6	--	--	--
NATIVE AMERICAN	--	181	24	--	--	--	58	--	--	--
16-24 YRS.	--	87	22	--	--	--	21	--	--	--
25-54 YRS.	--	87	2	--	--	--	37	--	--	--
55 YRS. AND OVER	--	7	--	--	--	--	--	--	--	--
OTHER RACES	--	6	--	--	--	--	40	--	--	--
16-24 YRS.	--	6	--	--	--	--	28	--	--	--
25-54 YRS.	--	--	--	--	--	--	12	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- UNEMPLOYMENT , cont.

	DAWSON	DEERLODGE	FALLON	FERGUS	FLATHEAD	GALLATIN	GARFIELD	GLACIER	GOLDENVALLEY	GRANITE
TOTAL UNEMPLOYED	245	443	32	225	3,346	1,418	11	402	5	102
WHITE	245	430	32	297	3,279	1,371	11	141	5	97
16-24 YRS.	107	247	9	134	1,204	605	4	18	5	24
25-54 YRS.	113	158	16	91	1,837	700	7	123	--	62
55 YRS. AND OVER	25	25	7	72	236	66	--	--	--	11
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	--	8	--	20	46	12	--	261	--	5
16-24 YRS.	--	4	--	8	23	3	--	140	--	5
25-54 YRS.	--	--	--	12	77	9	--	121	--	--
55 YRS. AND OVER	--	4	--	--	--	--	--	--	--	--
OTHER RACES	--	5	--	9	18	31	--	--	--	--
16-24 YRS.	--	--	--	--	4	10	--	--	--	--
25-54 YRS.	--	5	--	8	14	26	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--

FEMALE UNEMPLOYMENT

TOTAL	106	155	16	109	920	526	9	150	3	16
WHITE	106	150	16	96	903	514	9	51	3	14
16-24 YRS.	70	78	--	46	408	261	4	14	3	4
25-54 YRS.	30	63	16	38	437	227	5	37	--	10
55 YRS. AND OVER	6	9	--	12	58	26	--	--	--	--
BEACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	--	--	--	13	14	5	--	99	--	2
16-24 YRS.	--	--	--	6	14	--	--	45	--	2
25-54 YRS.	--	--	--	7	--	5	--	54	--	--
55 YRS. AND OVL	--	--	--	--	--	--	--	--	--	--
OTHER RACES	--	5	--	--	3	7	--	--	--	--
16-24 YRS.	--	--	--	--	--	--	--	--	--	--
25-54 YRS.	--	5	--	--	3	7	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- UNEMPLOYMENT, cont.

	HILL	JEFFERSON	JUDITH BASIN	LAKE	LEWIS&CLARK	LIBERTY	LINCOLN	MADISON	MCCONE	MEAGHER
TOTAL UNEMPLOYED	540	183	50	735	1,102	17	2,086	86	24	58
WHITE	429	163	50	512	1,077	17	2,033	83	24	55
16-24 YRS.	249	64	27	224	466	5	600	25	13	14
25-54 YRS.	152	87	17	269	529	12	1,269	46	11	27
55 YRS. AND OVER	28	12	6	19	82	--	164	12	--	14
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	111	13	--	218	22	--	31	--	--	--
16-24 YRS.	68	6	--	117	11	--	16	--	--	--
25-54 YRS.	36	7	--	101	11	--	9	--	--	--
55 YRS. AND OVER	7	--	--	--	--	--	6	--	--	--
OTHER RACES	--	7	--	5	3	--	22	--	--	--
16-24 YRS.	--	7	--	5	3	--	10	--	--	--
25-54 YRS.	--	--	--	--	--	--	12	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
FEMALE UNEMPLOYMENT										
TOTAL	181	42	29	255	347	7	456	35	8	15
WHITE	160	35	29	147	312	7	426	35	4	12
16-24 YRS.	85	15	17	69	149	2	181	7	4	5
25-54 YRS.	75	20	8	78	177	5	230	27	--	7
55 YRS. AND OVER	--	--	4	--	16	--	15	1	--	--
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	21	--	--	103	5	--	8	--	--	--
16-24 YRS.	21	--	--	61	--	--	8	--	--	--
25-54 YRS.	--	--	--	42	5	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
OTHER RACES	--	7	--	5	--	--	22	--	--	--
16-24 YRS.	--	7	--	5	--	--	10	--	--	--
25-54 YRS.	--	--	--	--	--	--	12	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- UNEMPLOYMENT, cont.

	MINERAL	MISSOULA	MISSELSHELL	PARK	PETROLEUM	PHILLIPS	PONDERA	POWDERRIVER	POWELL	PRAIRIE
TOTAL UNEMPLOYED	248	3,968	90	398	3	156	139	15	310	36
WHITE	242	3,868	90	392	3	130	146	15	296	33
16-24 YRS.	64	1,611	43	80	3	68	47	5	105	17
25-54 YRS.	159	1,987	45	283	--	56	71	3	169	13
55 YRS. AND OVER	19	270	2	29	--	6	28	7	22	3
BLACK	--	12	--	--	--	--	--	--	--	--
16-24 YRS.	--	--	--	--	--	--	--	--	--	--
24-54 YRS.	--	12	--	--	--	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	4	55	--	6	--	23	43	--	3	--
16-24 YRS.	4	24	--	--	--	4	14	--	--	--
25-54 YRS.	--	31	--	6	--	19	27	--	3	--
55 YRS. AND OVER	--	--	--	--	--	--	2	--	--	--
OTHER RACES	2	33	--	--	--	--	--	--	11	--
16-24 YRS.	--	20	--	--	--	--	--	--	--	--
25-54 YRS.	2	8	--	--	--	--	--	--	11	--
55 YRS. AND OVER	--	5	--	--	--	--	--	--	--	--
FEMALE UNEMPLOYMENT	60	1,522	31	71	--	41	80	4	87	10
WHITE	56	1,489	31	71	--	37	80	4	87	7
16-24 YRS.	20	679	15	9	--	24	21	1	49	3
25-54 YRS.	34	726	16	54	--	11	38	3	38	4
55 YRS. AND OVER	2	84	--	8	--	2	21	--	--	--
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	2	20	--	--	--	4	--	--	--	--
16-24 YRS.	2	9	--	--	--	4	--	--	--	--
25-54 YRS.	--	11	--	--	--	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
OTHER RACES	2	13	--	--	--	--	--	--	--	--
16-24 YRS.	--	13	--	--	--	--	--	--	--	--
25-54 YRS.	2	--	--	--	--	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- UNEMPLOYMENT, cont.

	RAVALLI	RITCHLAND	ROOSEVELT	ROSEBUD	SANDERS	SHERIDAN	SILVERBOW	STILLWATER	SWEETGRASS	TETON
TOTAL UNEMPLOYED	1,052	269	467	236	588	28	1,459	159	49	128
WHITE	1,000	258	448	222	586	26	1,336	152	49	121
16-24 YRS.	337	161	34	59	108	20	555	55	9	42
25-54 YRS.	623	73	52	39	423	4	605	62	21	55
55 YRS. AND OVER	40	24	32	24	55	2	176	35	19	24
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	22	--	249	114	--	--	57	7	--	5
16-24 YRS.	--	--	140	33	--	--	23	--	--	--
25-54 YRS.	22	--	151	81	--	--	34	7	--	5
55 YRS. AND OVER	--	--	8	--	--	--	--	--	--	--
OTHER RACES	30	11	--	--	2	--	66	--	--	--
16-24 YRS.	20	2	--	--	--	--	33	--	--	--
25-54 YRS.	10	9	--	--	2	--	33	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
FEMALE UNEMPLOYMENT	366	175	200	103	145	11	564	27	21	40
WHITE	356	164	44	51	143	9	534	27	21	38
16-24 YRS.	151	99	5	25	38	9	228	20	3	14
25-54 YRS.	198	43	7	26	87	--	233	6	7	19
55 YRS. AND OVER	7	22	32	--	18	--	73	1	11	5
BLACK	--	--	--	--	--	--	--	--	--	--
NATIVE AMERICAN	2	--	156	52	--	--	23	--	--	--
16-24 YRS.	--	--	88	16	--	--	11	--	--	--
25-54 YRS.	2	--	68	36	--	--	12	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--
OTHER RACES	8	11	--	--	2	--	7	--	--	--
16-24 YRS.	8	2	--	--	--	--	7	--	--	--
25-54 YRS.	--	9	--	--	2	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--	--	--	--	--

MONTANA CIVILIAN LABOR FORCE- UNEMPLOYMENT, cont.

TOOL E TREASURE VALLEY WHEATLAND WIBAUX YELLOWSTONE						
TOTAL UNEMPLOYED	83	2	235	71	6	3,549
WHITE	64	2	200	71	6	3,154
16-24 YRS.	32	2	76	35	2	1,269
25-54 YRS.	20	--	94	28	4	1,555
55 YRS. AND OVER	12	--	30	8	--	330
BLACK	--	--	--	--	--	14
16-24 YRS.	--	--	--	--	--	7
25-54 YRS.	--	--	--	--	--	7
55 YRS. AND OVER	--	--	--	--	--	--
NATIVE AMERICAN	19	--	35	--	--	178
16-24 YRS.	--	--	8	--	--	71
25-54 YRS.	19	--	27	--	--	80
55 YRS. AND OVER	--	--	--	--	--	27
OTHER RACES	--	--	--	--	--	203
16-24 YRS.	--	--	--	--	--	86
25-54 YRS.	--	--	--	--	--	107
55 YRS. AND OVER	--	--	--	--	--	10
FEMALE UNEMPLOYED	26	2	88	27	6	1,231
WHITE	26	2	88	27	6	1,100
16-24 YRS.	19	2	25	22	2	448
25-54 YRS.	7	--	56	1	4	551
55 YRS. AND OVER	--	--	7	4	--	101
BLACK	--	--	--	--	--	7
16-24 YRS.	--	--	--	--	--	7
25-54 YRS.	--	--	--	--	--	--
55 YRS. AND OVER	--	--	--	--	--	--
NATIVE AMERICAN	--	--	--	--	--	80
16-24 YRS.	--	--	--	--	--	46
25-54 YRS.	--	--	--	--	--	25
55 YRS. AND OVER	--	--	--	--	--	9
OTHER RACES	--	--	--	--	--	44
16-24 YRS.	--	--	--	--	--	10
25-54 YRS.	--	--	--	--	--	34
55 YRS. AND OVER	--	--	--	--	--	--

